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ABSTRACT

The Fair Labor Standards Act's 1966 amendments extended coverage to all non-Federal hospitals. Using data on employment, hours, wages, and supplementary benefits from one payroll period in March 1969, this report describes the impact of the increased coverage. Although 19 percent of the nonsupervisory employees were earning less than $1.30 an hour in 1966, by March 1969 virtually all were paid at least $1.30, and all but 12 percent were receiving at least $1.60, which is the minimum wage scheduled for 1971. Employment rose nationwide by one-sixth during the period, with the greatest increase, 21 percent, occurring in the South, where the impact of the minimum wage was largest. At the same time the average workweek declined from 37.1 to 35.5 hours, mainly because of the lowering of the maximum hours standards to 40 hours a week. The 1970 increase in the minimum affected less than one-tenth of the work-force, with only a 0.3 percent increase in the average weekly wage bill. (Author/BH)

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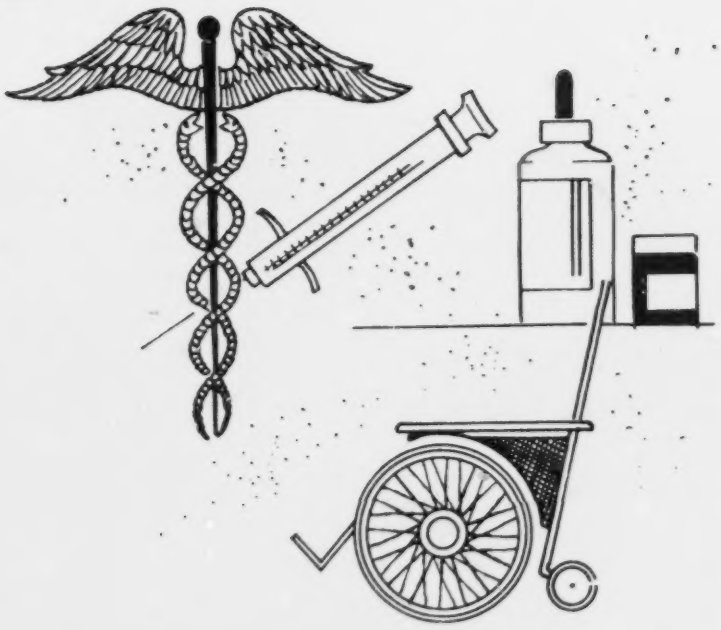

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HOSPITALS

A study of the economic effects of the application of minimum wage and maximum hours standards under the Fair Labor Standards Act

SUBMITTED TO THE CONGRESS—1970

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U.S. DEPARTMENT OF LABOR
Wage and Labor Standards Administration
Wage and Hour and Public Contracts Divisions

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PREFACE

Section 4(d) of the Fair Labor Standards Act requires the Secretary of Labor to submit an annual report to the Congress which contains "an evaluation and appraisal...of the minimum wages established by this Act."

This study of non-Federal hospitals is another in a series of studies designed to measure economic changes associated with the extension of minimum wage and overtime protection to additional employees in various industries by the 1966 amendments to the Fair Labor Standards Act.

This study was prepared in the Office of Research and Legislative Analysis, Wage and Hour and Public Contracts Divisions, under the direction of Jack I. Karlin.

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SUMMARY

In March 1969 a nationwide survey of wages and other employment characteristics of the 2.1 million nonsupervisory employees in non-Federal hospitals was conducted in order to measure wage and related effects of extending minimum wage and maximum hours standards to this industry under the 1966 amendments to the Fair Labor Standards Act (FLSA).

Effects of the $1.30 minimum wage - The initial $1.00 minimum wage became effective on February 1, 1967, and was raised in two 15-cent step increases to $1.30 an hour on February 1, 1969. In March 1969 it was evident that the $1.30 minimum wage was the wage floor in hospitals, but comparison with data from the 1966 study showed no other discernable effects of the Federal wage standards. During the 32 months between surveys, for example, there was a dramatic drop in the proportion of employees paid less than $1.30 an hour--from 19 percent to less than 1 percent. There were, however, only small changes between $1.30 and $2.00 an hour and much larger shifts above that level. The average hourly wage for nonsupervisory hospital employees increased by one third, from $1.87 to $2.47. The combined influence of higher State minimum wage laws, collective bargaining activity, employee shortages, and the upward movement of wages and salaries significantly affected the upper segment of the hospital wage structure.

The 1969 wage data also indicate that adjustment to the two remaining 15-cent step increases in the Federal minimum wage ($1.45--effective February 1, 1970, and $1.60--effective February 1, 1971) should be accomplished without significant adverse effects. Nationwide, an increase in the hospital wage structure as of March 1969 of 0.3 percent would be required to raise the wages of all employees paid less than $1.45 an hour to that level. Even in the South, the region of greatest impact, the wage bill impact will be relatively low--0.8 percent.

The Federal minimum wage applicable to hospital employees is not scheduled to reach $1.60 an hour until February 1, 1971. However, based on the wage distribution of March 1969, to raise the wages of all nonsupervisory employees paid less than $1.60 an hour to that level would require an increase in the weekly wage bill of the industry of 0.8 percent nationally and 2.3 percent in the South.

Effects of the 40-hour workweek standard - The Fair Labor Standards Amendments of 1966 require premium payments of not less than time

and one-half the regular rate for all hours worked beyond 40 hours a week after February 1, 1969. To facilitate adjustment, the workweek standard was set at 44 hours the first year and 42 hours the second year after February 1, 1967. A special overtime exemption (section 7(j)) was provided for hospital employees who, pursuant to prior agreement before performance of the work, accept a 14-day work period for purposes of overtime compensation, provided they are paid not less than time and one-half the regular rate for all hours in excess of 8 a day and 80 in the 14-day period.

Between July 1966 and March 1969, the average workweek dropped 1.6 hours and the proportion of employees working overtime (more than 40 hours) was reduced 3 percentage points. There was also a drop in the proportion of employees working 35 through 40 hours a week and an increase in the proportion of employees working part-time (less than 35 hours). However, total man-hours worked by nonsupervisory employees increased by 11 percent between 1966 and 1969.

Employment - Between July 1966 and March 1969, nonsupervisory employment in non-Federal hospitals rose 16 percent. Nongovernment hospital staffs increased by a fourth while those in public institutions were unchanged. Regionally, employment increased most in the South, the area that experienced the greatest impact from the Federal minimum wage.

Matched hospitals - Hospitals employing a third of the 1969 nonsupervisory work force were surveyed in 1966 and 1969. An analysis of the wage structures, weekly hours of work, and employment levels in these "matched hospitals" showed little correlation between the magnitude of changes that occurred and the degree to which the hospitals were affected by the new labor standards. For example, employment increased more in hospitals that had to raise the wages of some of their employees to comply with the $1.00 minimum wage in 1967 than in hospitals that were unaffected by that rate. Average weekly hours were cut back most in the high impact hospitals, and least in the no impact and medium impact hospitals.

Supplementary wage benefits - The furnishing of free meals, lodging, uniforms and laundering was not a widespread practice in March 1969. On the other hand, virtually all full-time employees in non-Federal hospitals were granted at least 6 or 7 paid holidays annually, at least 2 weeks of paid vacation after one year of service, and some form of health, insurance, or pension plan. The payment of premium overtime pay beyond that required by the FLSA occurred in over a fourth of all hospitals.

Utilization of the 14-day work schedule - Information on the 14-day work schedule practice was collected for the first time in the March 1969 survey. Over one-third of the non-Federal hospitals reported that they utilized the 14-day work schedule for some employees. Nine-tenths of the full-time personnel in these hospitals were nonsupervisory employees on a 14-day work schedule. About one-tenth of the full-time nonsupervisory employees on a 14-day schedule worked over 80 hours and a similar proportion worked over 8 hours at least one day during the two-week survey period.

STATUS OF EMPLOYEES OF HOSPITALS UNDER THE
FAIR LABOR STANDARDS ACT

Until the enactment of the 1966 amendments, employees of hospitals were either excluded from coverage or exempt from the minimum wage and overtime provisions of the Fair Labor Standards Act. Employees of publicly owned and operated hospitals had been excluded from coverage under section 3(d) which excluded from the definition of employer "the United States or any State or political subdivision of a State." Prior to the 1961 amendments to the Act, employees of nonpublic hospitals were generally exempt under section 13(a)(2), which was applicable to "any employee employed by any retail or service establishment, more than 50 percentum of which establishment's annual dollar volume of sales of goods or services is made within the State in which the establishment is located..."

The 1961 amendments, which brought within the coverage of the Act employees of any retail or service enterprise with an annual gross volume of sales of $1 million or more, retained the section 13(a)(2) minimum wage and overtime exemption for any employee employed by a hospital regardless of the annual dollar volume of sales of the enterprise. The exemption applied to employees of "...a hospital, or an institution which is primarily engaged in the care of the sick, the aged, the mentally ill or defective, residing on the premises of such institution, or a school for physically or mentally handicapped or gifted children..."

The 1966 amendments extended the minimum wage and overtime provisions of the Fair Labor Standards Act to employees of hospitals by adding a new section 3(s)(4) and removing the section 13(a)(2) exemption. The new section 3(s)(4) includes:

> "...an enterprise which has employees engaged in commerce or in the production of goods for commerce, including employees handling, selling, or otherwise working on goods that have been moved in or produced for commerce by any person, and which--
>
> "...is engaged in the operation of a hospital, an institution primarily engaged in the care of the sick, the aged, the mentally ill or defective who reside on the premises of such institution, a school for mentally or physically handicapped or gifted children, an elementary or secondary school, or an institution of higher education (regardless of whether or not such hospital, institution, or school is public or private or operated for profit or not for profit)."

The 1966 amendments extended coverage of the Fair Labor Standards Act to most nonsupervisory employees of public and private, profit and nonprofit hospitals regardless of establishment size. Employees of State and local governments who are employed in such institutions were brought within the purview of the Act by an additional revision which changed section 3(d) to include as an employer:

> "...any person acting directly or indirectly in the interest of an employer in relation to an employee but shall not include the United States or any State or political subdivision of a State (except with respect to employees of a State or a political subdivision thereof, employed (1) in a hospital, institution, or school referred to in the last sentence of subsection (r) of this section..."

The last sentence of section 3(r) states in pertinent part:

> "...For purposes of this subsection, the activities performed by any person or persons...in connection with the operation of a hospital, an institution primarily engaged in the care of the sick, the aged, the mentally ill or defective who reside on the premises of such institution, a school for mentally or physically handicapped or gifted children, an elementary or secondary school, or an institution of higher education (regardless of whether or not such hospital, institution, or school is public or private or operated for profit or not for profit)...shall be deemed to be activities performed for a business purpose."

An exemption from the minimum wage and overtime requirements of the Act applies to certain hospital employees such as resident physicians, registered nurses, and other employees who meet the tests for exemption under section 13(a)(1) as executive, administrative, and professional employees.

The minimum wage for hospital employees newly covered by the 1966 amendments to the Act was set at $1.00 an hour beginning February 1, 1967. By law the rate increased to $1.15 an hour on February 1, 1968, and $1.30 on February 1, 1969, becomes $1.45 on February 1, 1970, and $1.60 on February 1, 1971.

Overtime pay is required to be paid to hospital employees at one and one-half times their regular rate of pay for all hours worked in excess of 40 hours in a workweek. A special overtime exemption was provided by the 1966 amendments for employees of hospitals by a new section 7(j) which states that:

> "No employer engaged in the operation of a hospital shall be deemed to have violated subsection (a) if, pursuant to an

agreement or understanding arrived at between the employer and employee before performance of the work, a work period of fourteen consecutive days is accepted in lieu of the workweek of seven consecutive days for purposes of overtime computation and if, for his employment in excess of eight hours in any workday and in excess of eighty hours in such fourteen-day period, the employee receives compensation at a rate not less than one and one-half times the regular rate at which he is employed."

The amended act also provides a specific exemption (section 13(b)(18)) from overtime pay, for food service employees employed by retail or service establishments, such as hospitals, who are employed primarily in connection with the preparation or offering of food or beverages for human consumption.

SPECIAL SURVEY

Nature and purpose

In March 1969 a nationwide survey of wages and hours of work of nonsupervisory employees in non-Federal hospitals was conducted by the Bureau of Labor Statistics for the Wage and Hour and Public Contracts Divisions as part of the Divisions' continuing evaluation and appraisal of the Fair Labor Standards Amendments of 1966. This survey provides the basis for an evaluation of the effects of the extension of Federal minimum wage and maximum hours coverage to both private and public hospital employees under the Fair Labor Standards Act.

The study, which was designed to yield information on the effects of the application of the $1.30 an hour Federal minimum wage and the 40-hour maximum workweek standards (effective February 1, 1969) to all non-Federal hospitals, provides the most current data available on public and private hospital employment, wages, hours of work, perquisites, and supplementary pay provisions. The study also provides information on the implications of the $1.45 an hour minimum wage which becomes effective on February 1, 1970. The survey included both short-term 1/ and long-term proprietary, nonprofit, and State and local government hospitals, but excluded Federal government hospitals. Separate tabulations were prepared for the United States, four broad regions, metropolitan and nonmetropolitan areas, and a limited number of standard metropolitan statistical areas. Distributions of nonsupervisory workers by hourly earnings and weekly hours of work were prepared by type of ownership, short-and long-term hospitals, men and women, and seven selected occupational groups (kitchen helpers, laundry workers, maids and porters, nursing aids, office clerical employees, practical nurses, and general duty registered nurses). Data were collected on the prevalence of the 14-day work schedule.

Separate tabulations were developed to provide data on hourly earnings of nonsupervisory employees in selected metropolitan areas and occupational groups, based on the previous survey of non-Federal hospitals in July 1966. These data, together with previously published 1966 data, were used to compare effects of the Federal minimum wage and maximum hours standards since the inception of these standards on February 1, 1967. Data were also tabulated separately for hospitals which were surveyed in 1966 and 1969--the matched grouping.

A technical note and a complete set of reference tables are contained in the Appendix to this report.

1/ Short-term hospitals are those in which the average patient stay is less than 30 days.

Distributions of hospitals and employees by selected characteristics

In March 1969 there were 2.4 million employees working in the Nation's 7,574 non-Federal hospitals. About 2.1 million or 86 percent of the employees were nonsupervisory employees generally brought under the protection of the minimum wage and maximum hours provisions of the Fair Labor Standards Act by the 1966 amendments.

The regional distribution of total hospital employment in March 1969 was similar to the distribution of the population, although hospital employees were found in slightly greater concentrations in the Northeast and North Central regions. One-third of the hospitals were in the South and three-tenths in the North Central region.

Region	Percent distribution		
	Population, 1968	Hospitals	All employees
United States	100	100	100
Northeast	24	18	30
South	32	34	26
North Central	28	30	30
West	16	18	14

About 7 out of 10 nonsupervisory employees and 9 out of 20 hospitals were located in metropolitan areas. Women employees were predominant in the hospital work force; they held more than 4 out of 5 of all nonsupervisory jobs.

Seventy percent of the employees in non-Federal hospitals were in private hospitals and all but 7 percent of these workers were in nonprofit (voluntary) institutions. Hospitals operated by State and local governments accounted for nearly 3 out of 10 non-Federal hospitals and employed a similar proportion of the work force.

Eighty-six percent of the nonsupervisory work force was in short-term hospitals. It should be noted that three-fourths of all short-term hospitals were privately operated while long-term hospitals were more often State or local government operated. Public hospitals, for example, employed only three-tenths of the total nonsupervisory hospital work force, but they accounted for 83 percent of the employment in long-term hospitals.

The 2.1 million nonsupervisory employees in the Nation's non-Federal hospitals in March 1969 represented a gain of 16 percent over the previous survey period of July 1966. During the 32-month period, hospital

employment gains in metropolitan and nonmetropolitan areas were proportionately the same as the overall gain. Hospitals in the South added to their nonsupervisory staff proportionately more than hospitals in the other regions.

Item	Number of nonsupervisory employees (thousands)		Change	
	1966	1969	Number (thousands)	Percent
United States	1,781	2,069	288	16
Nongovernment hospitals	1,162	1,450	288	25
State and local government hospitals	620	619	-1	*
Metropolitan areas	1,275	1,480	205	16
Nonmetropolitan areas	506	588	82	16
Northeast	529	603	74	14
South	445	540	95	21
North Central	560	634	74	13
West	247	291	44	18

*Less than 0.5 percent.

While nongovernment hospital employment increased substantially--25 percent--there was practically no change in the nonsupervisory employment in hospitals operated by State and local governments.

Effects of the $1.30 minimum wage

One month after the effective date of the $1.30 Federal minimum wage, virtually all hospital employees were paid at least that amount. However, very little evidence of other wage effects related to the Federal minimum could be determined. There was, for example, no general clustering of employees in the 5-cent interval above the $1.30 level. In fact, less than 3 percent of the Nation's 2.1 million nonsupervisory hospital employees, or only about 58,000 persons, were paid between $1.30 and $1.35 an hour in March 1969.

Effects of the $1.30 minimum were more evident in the South and in hospitals located in nonmetropolitan areas. Hospitals in the South and in nonmetropolitan areas had much larger proportions of employees paid

less than $1.35 an hour and more than twice as many employees who were paid only the legal minimum as their share of overall hospital employment.

Item	Percent of employees paid less than $1.35 an hour	Percent distribution of-	
		All employees	Employees paid less than $1.35 an hour
United States	3	100	100
Nongovernment hospitals	3	70	62
State and local government hospitals	4	30	38
Short-term	3	86	91
Long-term	2	14	9
Metropolitan areas	2	72	36
Nonmetropolitan areas	7	28	64
Northeast	*	29	3
South	8	26	68
North Central	2	31	22
West	2	14	7

*Less than 0.5 percent.

Earnings data were collected separately for seven selected occupational groups which collectively accounted for 73 percent of total nonsupervisory employment. Four of the selected occupational groups had significant proportions of low-paid employees. Ten percent of all kitchen helpers were minimum wage employees.

Occupational group	Percent of employees paid less than $1.35 an hour
All nonsupervisory employees	3
Kitchen helpers	10
Laundry workers	5
Maids and porters	8
Nursing aids	5
Office clerical	1
Practical nurses	*
General duty registered nurses	*

*Less than 0.5 percent.

Special tabulations of the March 1969 wage structures in hospitals in which at least one employee was paid less than $1.30 an hour in October 1968 and hospitals in which no employees were paid less than $1.30 in October 1968, showed that wages were much higher in the latter. Nationwide, three-fifths of the non-Federal hospitals, which employed over three-fourths of the nonsupervisory work force in March 1969, paid all of their employees at least $1.30 an hour in October 1968. The average hourly wage in these non-Federal hospitals not directly affected by the $1.30 minimum was $2.59 in March 1969, 52 cents higher than in hospitals where raises were required for at least one employee to comply with the $1.30 an hour minimum which became effective four months later, on February 1, 1969.

As indicated in the following tabulation, the affected hospitals had fewer employees, a high proportion of employees paid within 5 cents of the legal minimum, and will be more strongly affected by the $1.45 minimum wage which becomes effective February 1, 1970.

Average hourly earnings	Percent distribution of nonsupervisory employees, March 1969	
	Hospitals in which at least one employee was paid less than $1.30 an hour in October 1968	Hospitals in which no employees were paid less than $1.30 an hour in October 1968
Total	100	100
Under $1.35	12	1
$1.35 to $1.45	11	1
$1.45 to $1.60	12	4
$1.60 to $2.00	24	22
$2.00 and over	41	72
Number of hospitals	3,104	4,470
Number of employees (thousands)	457	1,612
Average hourly earnings	$2.07	$2.59

The average hourly cash wages of all nonsupervisory employees in March 1969 were $2.47, an increase of 60 cents over the amount reported in the previous special study of the industry 1/ relating to a July 1966

1/ Wage and Hour and Public Contracts Divisions, Minimum Wage and Maximum Hours Standards under the Fair Labor Standards Act, the 1966 Amendments, January 1967.

payroll period, seven months before the effective date of the initial $1.00 an hour minimum wage standard under the 1966 amendments to the FLSA. Table 1 presents the percent distribution and Chart I provides a graphic comparison of the overall wage structures in 1966 and 1969. There were major shifts in employee representation at the upper and lower ends of the wage ladder and relatively small changes in the $1.60 to $2.50 per hour range. The large shifts above $2.50 an hour can be attributed, for the most part, to the significant wage gains made by registered professional nurses which were triggered by a series of work stoppages in 1966 and 1967.

In July 1966, 2 out of 5 southern hospital employees were paid less than $1.30 an hour. By March 1969, virtually all workers had been raised to at least that rate, but there were only relatively minor changes in the proportion of employees paid between $1.30 and $1.60 an hour (Chart II). On the other hand, a much larger segment of the southern work force was paid $1.60 or more in 1969 than nearly three years earlier.

The only wage structure change which can be clearly linked to extension of coverage under the FLSA, therefore, appears to be the establishment of the $1.30 wage floor.

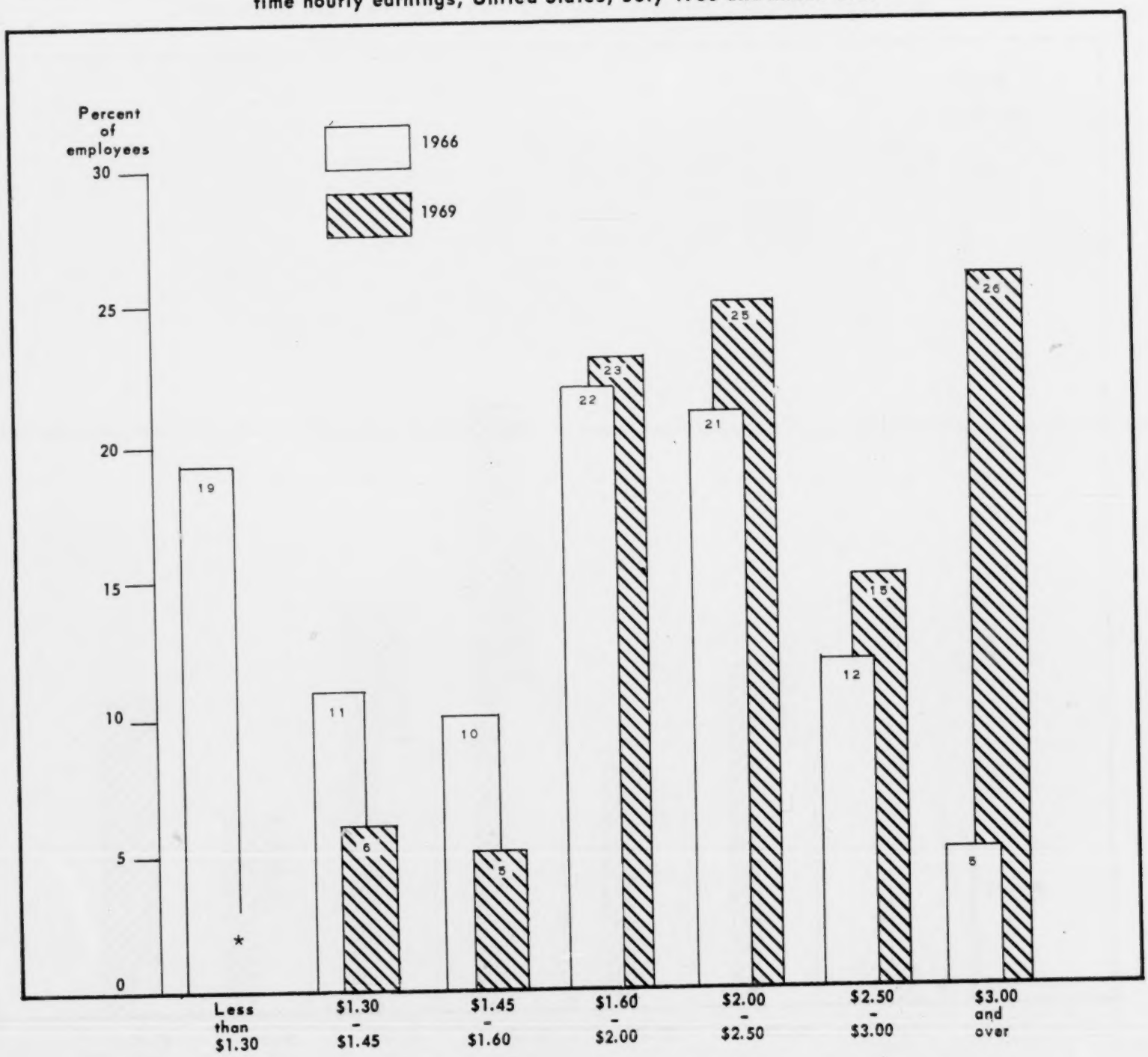
Wage data for 23 selected metropolitan areas were collected including areas in States with minimum wage laws or orders that set rates higher than the $1.30 per hour Federal minimum. Except for the establishment of higher wage floors, the effects of State wage standards were difficult to trace. However, the combined effect of these higher State minima and the general upward movement in wages were responsible, in large part, for the small proportions of employees at or near the $1.30 an hour level in March 1969.

In New York, Massachusetts, and the District of Columbia, the applicable State minimum at the time of the special survey was $1.60 an hour. While there were virtually no hospital employees in Buffalo, New York City, Boston, or Washington, D.C., paid below that rate, neither was there any evidence of employee concentration at the State minimum wage level. In the West, State legislated wage floors were $1.60 in Washington and $1.65 in California, but relatively few employees were paid those rates in Seattle and Los Angeles. In San Francisco only 1 employee in 100 was paid below $2.00 per hour in March 1969.

Effects of the 40-hour workweek standard

In March 1969 the length of the average workweek for all nonsupervisory hospital employees was 35.5 hours. More than half of the hospital work force worked 40 hours a week and an additional eighth worked at least 35 but less than 40 hours during the survey week, one month after the 40-hour workweek standard became effective on February 1, 1969. About a fourth of the employees were part-time workers (less than 35 hours per

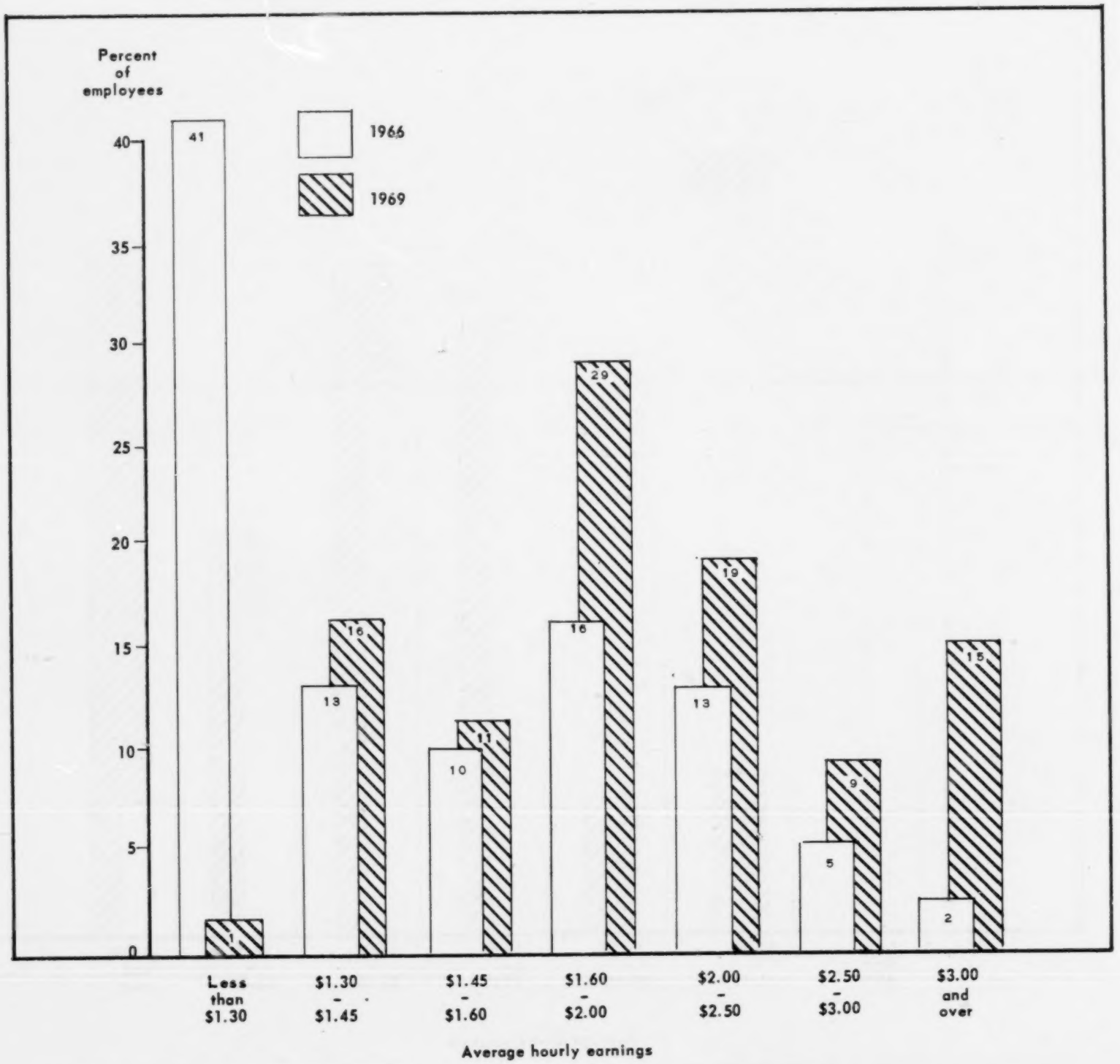
CHART I. Percent distribution of nonsupervisory employees in non-Federal hospitals by average straight-time hourly earnings, United States, July 1966 and March 1969



*Less than 0.5 percent

Source: Surveys conducted by BLS for WHPC.

CHART II. Percent distribution of nonsupervisory employees in non-Federal hospitals by average straight-time hourly earnings, South, July 1966 and March 1969



Source: Surveys conducted by BLS for WHPC.

week) and one employee in 10 worked overtime (more than 40 hours) during the survey week. Most of the overtime workers, however, worked 4 hours or less beyond 40 per week.

Part-time employees were much more common in nongovernment hospitals than in public hospitals as were employees who worked more than 40 hours a week. Over three-fourths of the employees of State and local government hospitals worked between 35 and 40 hours during the survey week.

The average workweek for employees in long-term hospitals was 3.4 hours longer than for employees in short-term hospitals, 38.4 and 35.0 hours, respectively, despite the fact that a much larger proportion of employees in short-term hospitals worked overtime than in long-term hospitals.

Approximately equal proportions of men and women employees worked 35 to 40 hours during the survey week, but as shown below, women employees more frequently worked part-time and men were more inclined to work overtime.

Region	Totals: men and women	Percent of employees by weekly hours worked					
		Less than 35 hours		35-40 hours		More than 40 hours	
		Men	Women	Men	Women	Men	Women
United States	100	19	24	69	67	12	9
Northeast	100	17	26	72	67	11	7
South	100	18	17	68	71	14	12
North Central	100	22	30	63	60	15	10
West	100	19	22	72	70	9	8

A comparison of weekly hours for employees in the seven selected occupational groups showed that laundry workers were more likely to work 35 to 40 hours per week than any other group while about a tenth of the employees in all of the selected occupational groups worked more than

40 hours. A relatively high proportion (two-fifths) of the general duty registered nurses work short weeks.

Occupational group	Total	Percent of employees by weekly hours worked		
		Less than 35 hours	35-40 hours	More than 40 hours
Kitchen helpers	100	30	59	11
Laundry workers	100	12	77	11
Maids and porters	100	17	74	9
Nursing aids	100	24	68	8
Office clerical	100	19	72	9
Practical nurses	100	22	67	11
General duty registered nurses	100	42	48	10

Employees who worked less than 35 hours per week comprised 23 percent of the work force and accounted for 13 percent of the aggregate man-hours during the survey week. In each region except the North Central, employees who worked 35 to 40 hours accounted for at least three-fourths of total hours worked in the survey week.

Region	Totals: work force and man-hours	Percent of work force and total hospital man-hours accounted for by employees working selected weekly hours					
		Less than 35 hours		35-40 hours		More than 40 hours	
		Work force	Man-hours	Work force	Man-hours	Work force	Man-hours
United States	100	23	13	67	74	10	13
Northeast	100	24	14	68	76	8	10
South	100	17	10	71	75	12	15
North Central	100	29	17	60	69	11	14
West	100	21	12	71	78	8	10

Data relating to aggregate man-hours make possible an estimate of the number of man-hours over 40 per week worked by employees who worked overtime during the survey week. The total number of hours, for which employees

must be compensated at not less than one and one-half times their regular rate represented less than 2 percent of all hours worked in the survey week.

Region	Total man-hours worked by all employees (thousands)	Man-hours over 40 per week as percent of total man-hours
United States	73,397	1.2
Northeast	21,103	1.2
South	20,088	1.7
North Central	21,775	1.2
West	10,431	.8

The average workweek for nonsupervisory employees in non-Federal hospitals dropped by 1.6 hours between July 1966 and March 1969--a period during which maximum hours standards under the FLSA first became applicable to hospital workers (Table 2). The initial overtime standard of 44 hours per week, as provided in the 1966 amendments, became effective February 1, 1967, dropped to 42 hours a year later, and to 40 hours on February 1, 1969. The 1966 amendments also contained a special provision (section 7(j)) whereby employees of hospitals--if there is a prior agreement between the employer and employee--may be compensated for their overtime on the basis of a 14-day work period, provided the employees are paid not less than time and one-half for any work in excess of 8 hours in any workday and 80 hours in the 14-day period.

For the United States as a whole, there were reductions in the proportions of employees working 35 to 40 hours a week and those on long workweeks of more than 40 hours. On the other hand, there was an increase in the proportion of employees working short workweeks of less than 35 hours.

Item	Percentage-point change in proportion of employees working selected weekly hours, July 1966-March 1969		
	Less than 35 hours	35-40 hours	More than 40 hours
United States	5	-2	-3
Northeast	4	-1	-3
South	6	-3	-3
North Central	6	*	-6
West	6	-9	3
Nongovernment hospitals	4	1	-5
State and local government hospitals	5	-4	*

*Less than 0.5 percent.

A smaller proportion of employees averaged 40 hours a week in March 1969 than in July 1966 (54 and 59 percent, respectively) when there was no Federal overtime standard applicable to this industry. This pattern was repeated in each region as well as in private and public hospitals separately. Nevertheless, employment gains between 1966 and 1969 more than compensated for general workweek reductions and the total number of man-hours worked by hospital employees increased significantly between 1966 and 1969.

Utilization of the 14-day work schedule

Over one-third of the non-Federal hospitals reported that they used the 14-day work schedule for some employees and most of them were able to provide information by occupational grouping of the number of employees on such schedules and their hours of work. In the 2,200 hospitals that provided this information, nine-tenths of the full-time employees were full-time nonsupervisory employees on a 14-day work schedule. About one-tenth of the full-time nonsupervisory employees worked over 80 hours in the two-week period and a similar proportion worked over 8 hours at least one day.

A larger proportion of registered nurses and professional and technical employees worked more than 80 hours in the 14-day work period or 8 hours on any one day than employees in the other two broad occupational groups (office clerical and other nonprofessional employees). The practice was more prevalent in nongovernment hospitals than in State and local government hospitals and in southern hospitals than in those in the other three regions surveyed in March 1969.

Weekly hours of work and hourly earnings

In order to provide an additional perspective on the employment characteristics of non-Federal hospitals, the weekly hours of individual employees were cross tabulated according to their hourly earnings. Analysis of these data can reveal, for example, whether or not lower-paid employees tend to work long workweeks--presumably to improve their total earnings--or, that they are predominantly part-time workers, with higher rates being paid to the full-time staff.

The following table shows that average weekly hours increased as wages increased up to the $2.50 per hour level. This relationship is due largely to the greater proportions of employees at the high end of the

wage structure working between 35 and 40 hours a week. The proportion of employees working beyond 40 hours per week was almost the same at all wage levels.

Hourly earnings	Average weekly hours	Percent of employees by weekly hours worked			
		Total	Less than 35 hours	35-40 hours	More than 40 hours
$1.30 - $1.45	33.9	100	32	57	11
$1.45 - $1.60	35.0	100	27	63	10
$1.60 - $2.00	35.4	100	24	66	10
$2.00 - $2.50	36.4	100	19	71	10
$2.50 and over	35.3	100	23	67	10

A similar tabulation of weekly hours of work by hourly earnings for the South, disclosed that there were relatively fewer part-time employees in southern hospitals, but, like the nationwide data, the average workweek increased as the proportion of employees at the higher wage levels in the 35-40 hour interval increased (Appendix Table 25).

Implications of the $1.45 minimum wage

Employees paid less than $1.45 an hour

Ten and one-half months before the increase in the Federal minimum wage to $1.45 an hour, effective February 1, 1970, 7 percent of the 2.1 million nonsupervisory employees in non-Federal hospitals were paid less than that rate. Nongovernment hospitals had proportionately fewer employees who will be affected by the new minimum than did State and local government hospitals, 6 percent and 8 percent, respectively.

Regionally, the South had the highest proportion of the low-paid employees, with one out of every six employees paid below the $1.45 an hour level. Nearly two-thirds of the 137,000 employees paid less than the new minimum were found in the South.

Region	Percent of employees paid less than $1.45 an hour	Percent distribution of employees paid less than $1.45 an hour
United States	7	100
Northeast	1	4
South	17	65
North Central	5	25
West	3	6

Hospitals located in nonmetropolitan areas had a much higher proportion of employees paid under $1.45 than hospitals in metropolitan areas, 15 percent compared to 3 percent. A greater proportion of employees in short-term hospitals (7 percent) than in long-term hospitals (4 percent) were paid less than $1.45 an hour. Seven percent of the women compared to 5 percent of the men were paid wages below that level in March 1969. Substantial proportions of employees in 4 of the 7 selected occupational groups were being paid less than $1.45 an hour in March 1969, ranging from almost a fifth of the kitchen helpers to a ninth of the laundry workers.

Analysis of the wage data for the twenty-three selected metropolitan areas shows that hospitals in all of the selected areas in the South, except Baltimore and Washington, D.C., had at least three percent of their work force paid less than $1.45 an hour. Atlanta, Georgia, had the highest proportion of hospital employees whose wages will have to be raised on February 1, 1970 (6 percent). None of the selected areas in the other three regions had more than 2 percent of their hospital employees paid less than $1.45 an hour in March 1969, except Scranton, Pennsylvania, which had proportionately as many hospital workers paid less than $1.45 an hour in March 1969 as did Atlanta, Georgia. In contrast, wages below $1.45 an hour were paid to only 0.7 percent of the hospital employees in Philadelphia. The absence of significant proportions of employees paid below $1.45 in many of the other areas surveyed can probably be attributed to State minimum wage rates, which in several cases are higher than the Federal rate, collective bargaining agreements, employee shortages and the general upward trend in all wages and salaries.

Employees paid less than $1.45 an hour are not proportionately distributed among all non-Federal hospitals. In March 1969, 38 percent of all hospitals, which employed 57 percent of the non-Federal hospital work force, had no employees paid less than the rate scheduled to become the legal minimum on February 1, 1970. Another 12 percent paid less than 5 percent of their employees below $1.45 an hour. In contrast, over seven-tenths of the employees who will be due raises on February 1, 1970, if no changes occur in their March 1969 pay scale, were concentrated in one-third of the hospitals in which at least a fourth of the nonsupervisory staff were paid less than $1.45 an hour. These hospitals, however,

accounted for only 12 percent of total hospital nonsupervisory employment in March 1969.

Percent of employees paid less than $1.45 an hour	Percent distribution of -		
	Hospitals	Nonsupervisory employees	Employees paid less than $1.45 an hour
All hospitals	100	100	100
None	38	57	-
Under 5	12	19	5
5 and under 10	5	6	6
10 and under 25	13	7	18
25 and under 50	21	9	45
50 or more	12	3	26

A comparison of the wage structures in nongovernment hospitals with those in public institutions showed very similar concentrations of the affected employees. In the South, four-fifths of the employees paid less than $1.45 an hour worked in the two-thirds of the hospitals that employed less than one-third of the nonsupervisory work force in March 1969.

Wage impact

The cost of raising the wages of all employees in non-Federal hospitals who were paid less than $1.45 an hour in March 1969 to that rate, was estimated at only 0.3 percent of the weekly wage bill--0.2 percent in nongovernment hospitals and 0.3 percent in State and local government hospitals. Even in the South, where a sixth of the work force was paid less than $1.45 an hour, the average wage bill increase was only 0.8 percent. In the other three regions the impact was 0.2 percent or less.

As previously indicated, the wage structures in 38 percent of all non-Federal hospitals will be unaffected and in another 28 percent the wage adjustment required by the $1.45 rate amounts to less than one percent of their weekly wage bills as of March 1969. Together these hospitals accounted for 89 percent of the hospital employment. Only 5 percent of the hospital work force was employed in hospitals where the wage impact is expected to be 2 percent or more, but almost two-fifths of the affected employees were employed in these institutions. In the region of greatest wage impact, the South, the wage structures in over two-fifths of the hospitals will have to be increased by 2 percent or more to comply with the new minimum. These hospitals employed 48 percent of the workers

that will be due increases, but accounted for only one-sixth of the southern hospital work force.

Percent increase in hospital weekly wage bill	Percent distribution of -					
	Hospitals		All employees		Employees paid less than $1.45 an hour	
	United States	South	United States	South	United States	South
Total	100	100	100	100	100	100
None	38	13	57	29	-	-
Under 1	28	20	31	39	29	20
1 and under 2	15	24	7	16	32	32
2 and under 5	18	39	4	14	31	39
5 or more	2	4	1	2	8	9

The previous study of wages and hours of work in non-Federal hospitals related to a July 1966 payroll period, seven months before the effective date of the $1.00 Federal minimum wage. At that time the estimated wage bill increase required by the $1.00 rate was also very small--0.4 percent--and only 4 percent of all nonsupervisory employees were paid less than that rate. A comparison of the 1966 and 1969 data indicates that although the proportion of employees that will be due wage increases in February 1970 is greater than the proportion that was due increases three years earlier, the wage bill increase required by the $1.45 rate will be lower than was required by the $1.00 rate.

The Federal minimum wage applicable to hospital employees is not scheduled to reach $1.60 an hour until February 1, 1971. Nevertheless, on the basis of the March 1969 wage structure, to raise the wages of all employees paid less than $1.60 an hour in cash wages to that level would

have required a relatively small 0.8 percent increase in the wage bill of the industry as a whole. 1/

Item	Employees paid less than -					
	$1.60 an hour, March 1969		$1.45 an hour, March 1969		$1.00 an hour, July 1966	
	United States	South	United States	South	United States	South
Percent of employees paid less than specified hourly rate	12	27	7	17	4	14
Estimated percent increase in wage bill	0.8	2.3	0.3	0.8	0.4	1.8

Hiring experience in filling vacancies in low-paying jobs

Data were collected on the hiring experience of hospitals in filling vacancies in low-paying jobs during the last half of 1968--jobs where cash wages were $1.50 an hour or less in March 1969.

Almost two-thirds of the hospitals surveyed had hiring rates of $1.50 or less but only a fourth of these, employing less than one-sixth of the nonsupervisory work force, experienced some difficulty in filling vacancies in low-paying jobs in the last half of 1968. In the South, the minimum hiring rate in 91 percent of the hospitals was $1.50 an hour or less, but again only one-fourth of these hospitals experienced difficulty in filling vacancies in low-paying jobs in the last half of 1968 (Appendix Table 51).

Matched hospitals

In order to provide additional insight into changes in hospital wage structures and weekly hours of work, data from the March 1969 survey were compared with data relating to the July 1966 survey for those hospitals which were in operation and surveyed in both periods--the "matched hospitals grouping." The matched grouping comprised 14 percent of all non-Federal hospitals and accounted for a third of the March 1969 nonsupervisory work force.

1/ It should be noted that wage impact estimates tend to be overstated to the extent that no allowance has been made for the reasonable cost of perquisites furnished or changes in the wage structure which may occur between the survey date and the effective date of the new wage standards. In addition, the estimated wage bill impact of the $1.60 minimum is a cumulative estimate which included the cost of bringing the wages of low-paid employees up to the $1.45 minimum on February 1, 1970.

The hospitals were arrayed according to the estimated percent increase in the weekly wage bill that was required to raise the wages of all employees paid less than $1.00 an hour in July 1966 to that level, and then divided into four groupings: no impact, low, medium, and high wage impact groups. The one-third of the hospitals with a wage impact were divided in such a manner that nearly equal numbers of hospitals fell in each of the three impact groups. As shown below, there was a wide range of wage impact within each group.

Wage impact group	Range of wage bill increase required by the $1.00 minimum wage
Low wage impact	Under 0.8 percent
Medium wage impact	0.8 and under 5.3 percent
High wage impact	5.3 percent or more

Employees paid less than $1.00 an hour in 1966 comprised 2 percent of the work force in low impact hospitals compared to 22 and 45 percent in medium and high impact hospitals, respectively. Comparison with the 1969 wage data shows that in the matched hospitals somewhat similar proportions of employees will be affected by the $1.45 rate as were affected by the $1.00 minimum wage, but the average degree of wage impact will be lower in every region in February 1970 (1969 data) than it was in February 1967 (1966 data) (Appendix Table 47). However, even in hospitals in the high wage impact grouping in 1966, more than half of the employees were paid at least $1.60 an hour in March 1969, 2 years before that Federal minimum becomes effective.

Wage impact group in 1966	Percent of employees paid specified rate		
	Less than $1.00 an hour, July 1966	Less than $1.45 an hour, March 1969	$1.60 an hour or more, March 1969
Low wage impact	2	5	89
Medium wage impact	22	23	67
High wage impact	45	34	53

A comparison of earnings, weekly hours of work, aggregate man-hours, and employment for each impact group shows rather large changes between 1966 and 1969, but small differences between impact groups. Average hourly earnings, for example, increased by 64 cents in hospitals which had no wage impact and by 69 cents in the medium and high impact groups. Employment and aggregate man-hours actually increased proportionately more in

all three wage impact groups than in hospitals which experienced no wage impact.

Wage impact group	Changes in selected items, July 1966-March 1969				
	Average hourly earnings		Average weekly hours	Percent change in aggregate weekly hours	Percent change in nonsupervisory employment
	Cents per hour	Percent			
No wage impact	$0.64	31	-1.2	16	20
Low wage impact	.56	32	-1.4	19	24
Medium wage impact	.69	47	-1.2	23	27
High wage impact	.69	54	-1.6	19	24

Analysis of the matched hospital data appears to disclose little correlation between changes in earnings, weekly hours, and employment and the degree to which the hospitals were affected by the application of labor standards under the 1966 Fair Labor Standards Amendments.

Perquisites

Earnings data in this survey relate to cash wages only. However, information on the extent to which meals, lodging, uniforms, and laundering were provided for hospital employees in six occupational groups was also collected for the survey period. Under section 3(m) of the Fair Labor Standards Act the reasonable cost or fair value of meals, lodging, or other facilities customarily provided for the benefit of the employee are considered wages, except to the extent that such costs are excluded therefrom by the terms of a bona fide collective bargaining agreement. The cost of furnishing and maintaining uniforms for hospital employees may not be deducted from wages according to the regulations currently in effect.

In March 1969, free meals were furnished to almost a fifth of all kitchen helpers but to only 4 percent of the laundry workers and 6 percent of the general duty nurses, practical nurses, nursing aids, and maids and porters. Lodging was provided to relatively few hospital workers.

Formal arrangements for providing free uniforms and/or laundering them were more widespread, but for the United States as a whole, a majority of the employees in each of the groups selected were in hospitals which furnished neither uniforms nor laundering.

General duty and practical nurses were less likely to receive some of these non-cash benefits than employees in the other occupational groups. The data also showed that the furnishing of perquisites was more prevalent

in State and local government hospitals than in nongovernment hospitals and that hospitals in the Northeast provided perquisites to a greater extent than hospitals in other regions (Appendix Table 41).

Supplementary pay provisions

The special survey also collected data on the practice of providing selected fringe benefits in addition to cash wages for all full-time employees in four occupational groups (registered professional nurses, other professional and technical employees, office clerical employees, and other nonprofessional employees). The data were treated statistically on the basis that if formal provisions in a hospital were applicable to one-half or more of the workers in any occupational grouping, the practice or benefit was considered applicable to all workers in that category. Similarly, if fewer than one-half of the workers in a grouping were covered, the practice or benefit was considered nonexistent for that group in that hospital.

Overtime premium pay

Twenty-seven percent of all non-Federal hospitals that employed 29 percent of the full-time work force paid premium rates for daily or weekly overtime which exceeded the standards required under section 7(a)(1) or section 7(j) of the FLSA. 1/ A much higher proportion of hospitals in the West than in the other regions paid premium overtime pay that was higher than the minimum required by the statute.

Region	Percent of hospitals and full-time employees with overtime provisions exceeding the minimum requirements of the Fair Labor Standards Act	
	Hospitals	Employees
United States	27	29
Northeast	31	36
South	13	12
North Central	23	24
West	57	58

1/ Section 7(a)(1) requires the payment of not less than time and one-half the regular rate for all hours over 40 per week; section 7(j) requires the payment of not less than time and one-half the regular rate after 8 hours a day or 80 hours per 14-day work period for employees who by mutual agreement with their employer before performance of the work are regularly employed on a 14-day work period.

The most common overtime provision which exceeded the minimum legal requirements was payment of time and one-half the regular rate after 40 hours a week and 8 hours a day; at least a fifth of the full-time employees in each of the four occupational groups studied received premium pay based on this standard (Appendix Table 34).

Paid holidays

Virtually all full-time hospital workers worked in hospitals with formal provisions for paid holidays. Six or seven paid holidays per year was the most common arrangement.

The distribution of full-time employees by number of days off with pay was nearly uniform among the four occupational groups separately tabulated. Regionally, southern hospitals were the least liberal in the granting of paid holidays while hospitals in the Northeast were the most liberal. Public hospitals were far more generous in this respect than private hospitals in all four regions (Appendix Table 35).

Paid vacations

Paid vacations for full-time hospital employees was practically a universal policy in all hospitals in March 1969. All but 1 percent of the employees were granted vacations on a length-of-time basis. At least two weeks of vacation after one year of service was the usual pattern for each of the four occupational groups. After five years of service the majority of hospital employees received at least three weeks vacation. Hospitals in the Northeast tended to have more generous vacation policies than hospitals in the rest of the country (Appendix Table 36).

Health, insurance, and pension plans

Almost all full-time employees in non-Federal hospitals were covered by some form of health, insurance, or pension plan which was paid for, at least in part, by their employers. The most commonly provided plans were sickness and accident insurance, retirement plans, and workmen's compensation (Appendix Table 37).

Unionization

As a part of the March 1969 survey, data were also collected on the extent of labor-management contracts for all employees in the same four broad occupational groups--registered nurses, professional and technical employees (except registered nurses), office clerical employees, and other nonprofessional employees. Tabulations were developed regionally, by degree of coverage, any by type of hospital ownership for full-time employees in each of the four occupational groups.

A relatively small proportion of employees were working in hospitals with collective bargaining agreements. In three of the four occupational groups surveyed (registered nurses, professional and technical employees, and office clerical employees), 9 out of 10 employees were employed in hospitals where there was no collective bargaining agreement. However, about a fifth of the nonprofessional employees, other than office clerical, were working in hospitals with union agreements.

Labor-management agreements were virtually nonexistent in private hospitals. In the public sector, however, about a sixth of the professional and technical employees and a fourth of the other employees were working in hospitals with collective bargaining agreements. The degree of unionization among employees in State and local government hospitals was highest in the Northeast and lowest in the South.

Table 1. Percent distribution of nonsupervisory employees in non-Federal hospitals, by average straight-time hourly earnings, United States and regions, July 1966 and March 1969

Type of hospital or region	Percent of nonsupervisory employees paid average hourly earnings of -									
	Under $1.30		$1.30-$1.45		$1.45-$1.60		$1.60-$2.00		$2.00 and over	
	1966	1969	1966	1969	1966	1969	1966	1969	1966	1969
Non-Federal hospitals	18.7	0.4	11.2	6.2	10.2	5.4	21.9	22.6	38.0	65.4
Nongovernment hospitals	19.0	0.2	12.9	5.8	11.5	5.2	22.5	24.2	34.1	64.6
State and local government hospitals	18.2	0.7	7.9	7.5	7.8	5.8	20.9	18.6	45.2	67.4
Short term hospitals	21.2	0.3	12.0	6.8	10.5	5.8	21.1	23.1	35.2	64.0
Long term hospitals	8.1	1.0	7.4	2.7	9.2	2.9	25.2	19.4	50.1	74.0
Metropolitan areas	12.8	0.3	10.9	3.0	10.6	3.5	23.5	21.3	42.2	71.9
Nonmetropolitan areas	33.6	0.5	11.9	14.5	9.2	10.1	18.1	25.7	27.2	49.2
Northeast	7.0	0.1	9.2	0.8	10.0	1.5	25.6	17.6	48.2	80.0
South	41.2	0.9	13.0	15.7	9.8	10.8	15.9	29.0	20.1	43.6
North Central	17.9	0.3	13.4	5.0	12.0	5.8	22.6	25.2	34.1	63.7
West	5.3	0.1	6.8	2.8	7.2	2.6	23.6	15.3	57.1	79.2

Source: Surveys conducted by BLS for WHPC.

Table 2. Average weekly hours of nonsupervisory employees in non-Federal hospitals and percent of employees working specified weekly hours, United States and regions, July 1966 and March 1969

Type of hospital or region	Average weekly hours		Percent of employees by weekly hours									
			Less than 15		15 and under 35		35 and under 40		40		Over 40	
	1966	1969	1966	1969	1966	1969	1966	1969	1966	1969	1966	1969
Non-Federal hospitals	37.1	35.5	4.2	5.6	14.0	17.7	9.3	12.7	59.4	54.0	13.1	10.1
Nongovernment hospitals	36.4	34.7	5.4	6.6	17.6	20.7	10.8	14.0	50.5	47.8	15.7	11.0
State and local government hospitals	38.6	37.3	2.0	3.3	7.2	10.6	6.4	9.8	76.2	68.4	8.2	7.8
Short term hospitals	36.7	35.0	5.0	6.2	16.3	19.5	9.9	13.2	53.8	50.1	15.0	11.0
Long term hospitals	39.2	38.4	0.9	1.7	4.2	6.7	6.4	9.7	83.6	77.0	4.9	4.9
Metropolitan areas	37.1	35.6	4.3	5.4	14.2	17.2	10.9	13.8	58.2	54.0	12.5	9.6
Nonmetropolitan areas	37.3	35.3	4.2	6.1	13.6	18.8	5.1	10.0	62.6	54.0	14.6	11.1
Northeast	36.2	35.0	4.7	5.8	15.3	18.1	16.6	20.9	52.5	47.3	10.7	7.9
South	38.8	37.2	2.5	3.6	9.2	13.6	3.8	9.7	69.5	60.8	15.0	12.4
North Central	36.8	34.3	5.4	7.6	17.4	21.2	9.0	10.4	51.0	49.8	17.2	11.1
West	36.9	35.8	3.6	4.6	12.2	16.7	4.0	6.4	75.4	64.4	4.7	8.0

Source: Surveys conducted by BLS for WHPC.

GENERAL ECONOMIC DATA ON THE HOSPITAL INDUSTRY

Introduction

Hospitals, as defined by the 1967 edition of the Standard Industrial Classification Manual issued by the Bureau of the Budget, are "Establishments primarily engaged in providing hospital facilities, and clinics and dispensaries. Institutions such as sanatoria, rest homes, convalescent homes, and curative baths or spas in which medical or surgical services are not a main function of the institution . . ." are excluded. More specifically, a hospital is an institution equipped to diagnose and treat illnesses which require bed care; its purpose is to provide medical, surgical, and other health services by licensed medical practitioners for patients needing around-the-clock medical and professional nursing care and observation. A hospital offers services more intensive than those required merely for room, board, personal services, and general nursing care.

According to the American Hospital Association (AHA), 7,137 hospitals (both public and private) were in operation for at least six months by September 30, 1968, had at least six beds, and met various professional and organizational standards. In 1968, these hospitals reported 29.8 million admissions. 1/

Early hospitals in the United States were financed by public subscription, sometimes with the aid of tax funds. From the first, patients who could pay for their own care did so. However, the role of the government (Federal, State, and local) has become much more important.

The growth of the American hospital system has been spurred by many interrelated factors such as population growth, general economic expansion and scientific advances. Increases in hospital facilities have followed the growth of population, but even more, the growth of cities, where the problems of urbanization and industrialization have influenced the shift from home medical care to hospital service.

In most industries, advances in technology usually mean a general substitution of capital for labor. However, in hospitals, it has resulted in an increase in the work force due to the fact that much of the technological advancement in the field of medical science was the development of new things to do rather than new ways to do things. Although technological advances have added substantially to costs, wages and salaries have also increased at all levels of skill. 2/

1/ Journal of the American Hospital Association, Hospitals, Vol. 43, No. 15, August 1, 1969, part 2.

2/ U.S. Department of Health, Education, and Welfare, Secretary's Advisory Committee on Hospital Effectiveness Report, 1968, p. 6.

Number of hospitals

Between 1948 and 1968 the total number of hospitals in the United States increased 16 percent, from 6,160 to 7,137. Non-Federal hospitals also increased 16 percent in the last two decades, but the change has not been steady. The number of voluntary nonprofit hospitals increased by 21 percent between 1948 and 1968, compared with a 49 percent increase in State and local government hospitals and a 32 percent decline in the number of proprietary hospitals.

Type of ownership	Number of hospitals 1968	1948	Percent change
Total	7,137	6,160	16
Non-Federal	6,721	5,774	16
Nongovernment	4,531	4,300	5
Private nonprofit	3,660	3,022	21
Proprietary	871	1,278	-32
State and local government	2,190	1,474	49
Federal	416	386	8

Although Federal hospitals play an important role in the field of hospital care, they are primarily intended for use by designated beneficiaries of Federal programs. Federal hospitals are excluded from coverage under the Fair Labor Standards Act. While there were still more Federal hospitals in 1968 than in 1948, their number has been declining in recent years.

Ninety-four percent of the AHA listed hospitals in 1968 were classified as non-Federal, and slightly over two-thirds of these were privately owned and operated (Table 3). Eighty-five percent of the non-Federal hospitals were general hospitals and seven-tenths of these were privately operated. The remaining 15 percent of the non-Federal hospitals were classified as psychiatric, tuberculosis, and all other specialized hospitals (maternity; eye, ear, nose, and throat; children's; orthopedic; chronic and/or convalescent; and other highly specialized types of institutions).

State and local governments operated seven-tenths of all non-Federal psychiatric and tuberculosis hospitals.

Ninety percent of the nongovernment hospitals were general hospitals and 82 percent of these were operated on a voluntary nonprofit basis.

Number of beds

Since 1948, the total number of hospital beds has increased 18 percent, from 1.4 million to almost 1.7 million beds in 1968. The largest increase occurred in private nonprofit hospitals (70 percent). The number of beds increased 10 percent in proprietary hospitals and 2 percent in State and local government hospitals, while declining 6 percent in Federal institutions.

Type of ownership	Number of beds (in thousands) 1968	1948	Percent change
Total	1,663	1,411	18
Non-Federal	1,489	1,226	22
Nongovernment	649	399	63
Private nonprofit	595	349	70
Proprietary	55	50	10
State and local government	839	826	2
Federal	175	186	-6

Fifty-six percent of the 1.5 million non-Federal hospital beds in 1968 were in government hospitals and the remainder in nongovernment hospitals (Table 4).

In nongovernment institutions, 93 percent of the beds were in general hospitals. In the State and local government sector 69 percent of the beds were in psychiatric hospitals.

Employment and characteristics of the work force

According to the American Hospital Association, employment in the Nation's hospitals reached 2.3 million in 1968, more than twice that of 20 years ago. Nine out of every 10 hospital employees worked in non-Federal hospitals in 1968. Of these, three-fifths were employed in private hospitals operated on a nonprofit basis, 34 percent were in State and local government hospitals, and 4 percent in proprietary hospitals (Table 5).

An important sector of the hospital work force is made up of unpaid workers--volunteers, members of religious orders, and student nurses. Volunteers perform numerous tasks some of which free trained personnel for duties of higher responsibilities. Other volunteer workers, such as members of religious orders, are employed in highly skilled occupations.

Despite increases in the number of hospitals, the health care field suffers from a persistent and serious shortage of skilled personnel. The

United States today has 135,000 fewer nurses and 50,000 fewer physicians than it needs. 1/ The manpower requirements in the medical and health services industry, including hospitals, are expected to increase by 45 percent between 1966 and 1975. 2/

Expenditures for hospital care

In 1968, the single largest item of the $57.1 billion expended in the United States for medical and health services was for hospital care--nearly $21 billion. 3/ Forty-eight percent was spent by consumers, directly or through insuring intermediaries, 51 percent by government at all levels, and the remainder, almost 2 percent, was accounted for by "other" sources, primarily philanthropic. The total amount spent for hospital care has increased continuously and by a considerable amount, almost tripling during the decade between 1950 and 1960, and more than doubling since then. The relative importance of the various sources of funds has changed considerably over the last three years due to the impact of new Federal health programs. The most current Social Security Administration data are compiled on a fiscal year basis with only a two-way breakdown of the source of funds--public or private.

Selected year	Total expenditures for hospital care (in millions)	Percent distribution by source				
		Total	State and local government	Federal government	Consumers	Other
Calendar year:						
1966	$15,485	100	21.5	19.0	57.3	2.2
1967	18,029	100	19.5	30.8	47.8	1.9
1968	20,751	100	18.7	31.8	47.9	1.6
Fiscal year:			Public		Private	
1966-1967	16,814	100	48.2		51.8	
1967-1968	19,248	100	51.0		49.0	
1968-1969	22,531	100	50.0		50.0	

1/ U.S. Department of Labor, Manpower Administration, Manpower, April 1969, p. 3.

2/ U.S. Department of Labor, Bureau of Labor Statistics, Health Manpower 1966-1975, pp. 11-12.

3/ U.S. Department of Health, Education, and Welfare, Social Security Administration, "National Health Expenditures, Fiscal Years 1929-69 and Calendar Years 1929-68," Note No. 18--1969, November 7, 1969.

Nongovernment hospitals received by far the largest portion of consumer expenditures for hospital care, but the proportion going to Government hospitals has increased significantly since Medicare and Medicaid.

Selected year	Consumer expenditures		Percent distribution of total consumer expenditures			
	Total (in millions)	Per capita	Total	Nongovernment	Federal	State and local
1966	$8,772	$45.78	100	83.9	0.2	15.9
1967	8,752	44.73	100	78.3	2.0	19.7
1968	9,916	48.57	100	75.4	3.1	21.5

Data relating to the disposition of hospital revenues are available from the American Hospital Association for private short-term general and other special hospitals. These hospitals accounted for 93 percent of all nongovernment hospitals in 1968. It is interesting to note that in nongovernment short-term hospitals patient revenue 1/ continued to comprise 94 percent of total revenue, despite an 89 percent increase in total revenues 2/ from $6.1 billion in 1963 to $11.4 billion in 1968. Net revenue (total revenue less expenses) of voluntary and proprietary hospitals in 1968 amounted to $399 million, or 3.5 percent of total revenue. By way of comparison, twenty years ago, net revenue amounted to only $14 million, or 1.0 percent of total revenue.

Year ended September	Total revenue	Total expenses	Net revenue
	(in millions)		
1948	$1,397	$1,383	$ 14
1960	4,549	4,414	135
1966	8,276	7,988	288
1967	9,858	9,459	399
1968	11,436	11,037	399

Payroll

Because hospitals sell primarily the services of their employees, payroll costs tend to comprise a relatively high proportion of total costs. In private nonprofit hospitals this proportion rose gradually from 53 percent

1/ Patient revenue is defined by the AHA as revenue for services to patients, including payments received from, or on behalf of, individual patients, such as insurance coverage and government programs (e.g., Medicare and Medicaid payments).

2/ Total revenue is defined as patient revenue plus contributions, endowment revenue, governmental lump-sum grants, and all other payments not made on behalf of individual patients.

in 1948 to 62 percent in 1960, and dropped back to 60 percent in 1967. The general trend was similar in State and local government hospitals. It is interesting to note that the payroll ratios for these hospitals were slightly lower in 1967 and 1968 than in the immediately preceding years despite the substantial wage increases granted and the fact that they were operating for the first time under wage standards set by the Federal wage-hour law.

	Payroll expense as a percent of total costs				
			Non-Federal hospitals		
Year	All hospitals	Federal hospitals	Voluntary	Proprietary	State and local government
1948	57	70	53	49	56
1960	66	81	62	53	69
1966	65	81	61	51	69
1967	64	77	60	51	67
1968	63	72	60	53	66

Prices

Medical care prices have doubled in the last two decades, and hospital daily service charges have more than quadrupled. The overall Consumer Price Index (CPI), on the other hand, rose by only 45 percent between 1948 and 1968. The pattern of substantial increases in the cost of medical care continued into 1969, and at an accelerated rate. In the first half of 1969, for example, the medical care cost index and the hospital daily room index each increased about 4 percent. As of June 1969, hospital room rates were 13 percent higher than they were a year earlier. However, today a patient in a hospital is the recipient of a variety of services--room and board, laundry, pharmaceuticals, and laboratory tests; he also has access to highly specialized facilities and equipment, as well as the services provided by nurses, technicians, physicians, and other professional personnel.

The Department of Health, Education, and Welfare, in its 1967 publication, A Report to the President on Medical Care Prices, gives several reasons for the rising cost of hospital charges. Wages of hospital employees, which although still low compared to other sectors of the economy, are only one of them. Between 1960 and 1965, wages per patient day rose by about the same rate as the rate of increase in the daily hospital room charge and more recent data show that these two ratios have continued to increase at similar rates. However, the number of patients cared for per employee has been falling. Capital investment outlay has risen due to a general increase in specialized types of facilities. Items such as air-conditioning and single room facilities, which increase patient comfort, and new equipment such as automatic patient monitoring devices, designed to improve employee productivity, have also increased the cost of hospital operation and contributed substantially to the rise in charges to patients.

Table 3. Non-Federal Hospitals: Distribution of hospitals by type of ownership and service, United States, 1968

Ownership	Total	Type of service			
		General	Psychiatric	Tuberculosis	All other
Total	6,721	5,695	505	116	405
Government	2,190	1,639	334	107	110
State	559	144	316	53	46
County	893	793	17	43	40
City	348	324	1	6	17
City-County	73	67	-	-	6
Hospital District	317	311	-	5	1
Nongovernment	4,531	4,056	171	9	295
Voluntary	3,660	3,311	87	8	254
Proprietary	871	745	84	1	41

Source: Journal of the American Hospital Association, Hospitals, August 1, 1969, part 2.

Table 4. Non-Federal Hospitals: Distribution of beds by type of ownership and service, United States, 1968

(In thousands)

Ownership	Total	Type of service			
		General	Psychiatric	Tuberculosis	All other
Total	1,489	805	594	22	66
Government	839	203	577	21	37
State	620	33	561	13	14
County	119	89	15	5	10
City	57	43	1	3	10
City-County	13	10	-	-	3
Hospital District	29	28	-	1	*
Nongovernment	649	602	17	1	29
Voluntary	595	554	11	1	28
Proprietary	55	48	6	*	1

Note: Details may not add to totals because of rounding.

*Less than 500 beds.

Source: Journal of the American Hospital Association, Hospitals, August 1, 1969, part 2.

Table 5. Non-Federal Hospitals: Numerical and percent distributions of hospitals, employees, and payroll, by type of ownership and service, United States, 1968

Ownership and type of service	Hospitals		Personnel 1/		Payroll	
	Number	Percent	Number (thousands)	Percent	Amount (millions)	Percent
Total	6,721	100	2,099	100	$10,526	100
Government	2,190	33	718	34	3,744	36
General	1,639	24	389	19	1,929	18
Other 2/	551	8	329	16	1,815	17
Nongovernment	4,531	67	1,381	66	6,782	64
Voluntary	3,660	54	1,289	61	6,359	60
General	3,311	49	1,214	58	5,986	57
Other 2/	349	5	75	4	373	4
Proprietary	871	13	92	4	423	4
General	745	11	83	4	373	4
Other 2/	126	2	9	*	50	*

Note: Details may not add to totals because of rounding.

*Less than 0.5 percent.

1/ Includes full-time personnel plus full-time equivalents of part-time personnel; excludes residents, interns, and students.

2/ Includes psychiatric and tuberculosis, as well as all other specialized service hospitals.

Source: Journal of the American Association, Hospitals, August 1, 1969, part 2.

STATE MINIMUM WAGE AND MAXIMUM HOURS STANDARDS APPLICABLE TO EMPLOYEES IN HOSPITALS

Minimum wages

Thirty-four States, the District of Columbia and Puerto Rico have minimum wage laws or orders in effect which have been passed or revised since 1961 which apply to hospital employees. Six of the States--California, Colorado, Ohio, Utah, Washington and Wisconsin--provide for coverage of women and minors only (Table 6).

Fifteen States, the District of Columbia and Puerto Rico exclude employees of hospitals operated by State and local governments from the coverage of their minimum wage laws. In Nevada, only female State and local government hospital employees are excluded from coverage although that State's law generally covers all employees. Three of the jurisdictions which exclude government hospitals--New York, Puerto Rico and Vermont--also exclude employees of certain nonprofit hospitals. New York provides an exemption for employees of nonprofit hospitals which certify that they are paying no less than the statutory minimum wage rate, exclusive of allowances, to their employees; Puerto Rico exempts employees of nonprofit hospitals completely from their law; and in Vermont, employees of public-supported nonprofit hospitals, other than those employed in laundry occupations or as nurses' aids and practical nurses, are exempt from the minimum wage law.

The laws of five States--Colorado, Nevada, Oklahoma, Utah and Wyoming--exclude hospital employees in specific nonprofessional occupations. In North Dakota all hospital employees are excluded except those covered by wage orders that apply to laundry and drycleaning workers. The West Virginia law excludes employees engaged in educational programs in State licensed hospitals.

Twelve States have statutory provisions which exclude hospital employees from their minimum wage laws if they are subject to the Fair Labor Standards Act. Nevada's exclusion applies only to males. However, the laws in three of these States--Hawaii, Michigan and New Hampshire--specify that the State minimum wage rates will apply whenever the rate provided by the Fair Labor Standards Act is lower.

Sixteen jurisdictions have laws which set rates for at least some hospital employees which are equal to or above the $1.45 an hour rate which becomes applicable on February 1, 1970, to hospital employees covered under the Fair Labor Standards Act. The hourly minimum wage rate is $1.65 in California and $2.10 in Alaska.

Nine jurisdictions--Connecticut, the District of Columbia, Hawaii, Massachusetts, New Hampshire, New York, Rhode Island, Vermont and Washington--have minimum wage rates of $1.60 an hour. Two States--Maine and New Jersey--have minimum wage rates of $1.50 an hour while the remaining three States--Maryland, Nevada and Pennsylvania--have rates of $1.45 an hour. The Maryland minimum wage rate for laundry occupations in hospitals becomes $1.45 an hour on February 1, 1970; the rate applicable to hospital occupations other than laundry will increase to $1.45 an hour on June 1, 1970. Nonprofit hospitals in New Hampshire have a minimum wage rate of $1.45 an hour while the rate for other hospitals is $1.60 an hour.

Nineteen States and Puerto Rico have minimum wage rates below $1.45 an hour for covered hospital employees.

Provisions for overtime premium pay

Eighteen States, the District of Columbia and Puerto Rico have provisions in their laws for premium pay for hours worked in excess of a specified number per day, per week, or both for employees of hospitals.

The laws in nine jurisdictions require premium pay for hours worked beyond a certain number per day and per week. In four States--Alaska, California, Colorado and Oregon--the overtime premium is required after 8 hours a day and 40 a week in most hospital occupations. Colorado's law requires overtime pay after 8 hours a day and 40 hours a week in laundry occupations only, and after 8 a day and 42 a week for other covered employees. In four jurisdictions--Idaho, Nevada, Puerto Rico and Wyoming--the premium is payable after 8 hours a day and 48 a week. The Wisconsin law requires premium pay after 9 hours a day and 50 a week for work during the day and after 8 a day and 48 a week for nighttime work.

The Arkansas law requires premium pay after 8 hours a day and on the seventh day. The other nine jurisdictions with provisions for overtime premium pay require overtime pay only on a weekly basis, five after 40 hours, one after 44 hours, and three after 48 hours.

Seventeen of the 30 jurisdictions whose laws extend minimum wage protection to all employees provide overtime pay for hospital occupations. However, of these 17 laws, only 11 extend this benefit to men as well as women and minors. In six States--Arkansas, Idaho, New Mexico, Oregon, Rhode Island and Wyoming--the overtime pay standard applies only to females. The Connecticut law exempts all hospital employees from the overtime pay provisions except those in laundry occupations. The law in Alaska exempts employees of nonprofit hospitals from the overtime pay provisions.

Seventeen of the 20 laws which provide overtime pay specify one and one-half times the employee's regular rate for overtime hours. The Puerto Rico provision is two times the regular rate for such hours worked. The Kentucky and Oregon laws require one and one-half times the minimum hourly rate.

Provisions for meal deductions

Twenty-six States, the District of Columbia and Puerto Rico have provisions under their minimum wage laws or orders which permit deductions for the cost of meals furnished to employees by the employer which have been passed or revised since 1961 (Table 7). Fifteen of these jurisdictions allow employers to deduct from the minimum wage a fixed cost per meal. Allowable deductions range from 10 cents for breakfast in Puerto Rico to $1.35 for dinner in California. Four States--Hawaii, Maine, Maryland and Oregon--permit employers to make deductions for the reasonable cost of meals. Three States--Arkansas, Colorado and Michigan--provide wage differentials when meals are furnished. In New Jersey, the employer may deduct the fair value of meals provided. The minimum wage laws of Alaska, Delaware, and Indiana have provisions authorizing the appropriate labor agency to make regulations defining allowances for meals. West Virginia permits deductions for meals up to $1.00 a day. In Texas, the employer may make deductions for the cost of meals furnished.

Provisions for lodging

Twenty-five States, the District of Columbia and Puerto Rico have minimum wage laws or orders passed or revised since 1961 with supplementary provisions allowing deductions for the cost of lodging furnished to employees by employers. Twelve States, Puerto Rico and the District of Columbia permit employers to deduct from the minimum wage a fixed cost per day and/or week for lodging. These deductions range from $1.00 a week for lodging in Puerto Rico to $1.50 a day in Wisconsin. Four States--Hawaii, Maine, Maryland and Oregon--permit employers to make reasonable deductions without specifying an amount. Two States--Arkansas and Michigan--permit employers to provide a wage differential when lodging is furnished. In Alaska, Delaware, Indiana and Vermont, the appropriate labor agency is authorized to determine the amount deductible for lodging. In New Jersey and Utah, when deductions are made for the cost of lodging, the amount deducted cannot exceed the fair value or retail price, respectively, for such service and in Texas the law permits the employer to make deductions for the cost of lodging customarily furnished.

Provisions for uniforms

Eighteen States and the District of Columbia have minimum wage laws or orders passed or revised since 1961 with supplemental provisions

regarding uniforms. In 10 States employers must provide and maintain required uniforms. In the District of Columbia employers may pay an additional amount in wages in lieu of such a requirement. In Pennsylvania employers must pay an additional amount in wages in lieu of maintaining the uniforms. In Colorado, employers are required only to furnish required uniforms to employees. Arkansas and Michigan allow employers to make specified deductions from the hourly minimum wage for furnishing uniforms. In Connecticut required safety and sanitation uniforms must be provided and maintained by the employer; however, the employer may make a weekly deduction for the maintenance of other uniforms. In Kentucky employers may deduct the actual cost of uniforms from the minimum wage. In Delaware and Indiana the law provides for the appropriate State agency to determine the value of uniforms.

Table 6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards		Effective date	Basic minimum rates (per hour) 1/
			Rate	Hours		
Alaska	All employees	Employees of State and local government hospitals; employees of nonprofit hospitals are exempt from overtime provisions	1 1/2 times the regular rate	Over 8 a day, 40 a week	2/1/68	$2.10
Arkansas	All employees	Employees of State and local government hospitals; employees subject to FLSA	1 1/2 times the regular rate (Females only)	Over 8 a day, and on 7th day	1/1/70 (1/1/71)	$1.10 $1.20
California	Women and minors	Employees of State and local government hospitals	1 1/2 times the regular rate	Over 8 a day, 40 a week, on 6th day	2/1/68	$1.65
Colorado	Women and minors	Employees of State and local government hospitals; registered nurses, student nurses, interns, dieticians, laboratory technicians, nurse anesthetists, physical therapists	1 1/2 times the regular rate	Over 8 a day, 40 a week in laundry occupations; over 8 a day, 42 a week in other covered occupations	5/1/67	$1.10 (Cities with populations of 15,000 or more) $1.00 (Remainder of State)

See footnotes at end of table.

Table 6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards		Effective date	Basic minimum rates (per hour) 1/
			Rate	Hours		
Connecticut	All employees	Employees of State and local government hospitals	1 1/2 times the regular rate (Laundry occupations only)	Over 40 a week	7/1/68 7/1/69	$1.60
Delaware	All employees				2/1/68	$1.25
District of Columbia	All employees	Employees of local government hospitals	1 1/2 times the regular rate	Over 40 a week	2/1/69	$1.60
Hawaii	All employees	Employees of State and local government hospitals; employees subject to FLSA unless State minimum or overtime standards are higher	1 1/2 times the regular rate	Over 40 a week	1/1/70	$1.60
Idaho	All employees	Employees of State and local government hospitals	1 1/2 times the regular rate (Female office, laundry and restaurant workers only)	Over 8 a day, 48 a week	2/1/69	$1.25

See footnotes at end of table.

Table 6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards		Effective date	Basic minimum rates (per hour) 1/
			Rate	Hours		
Indiana	All employees	Employees subject to FLSA			7/1/68	$1.25
Kentucky	All employees		1 1/2 times the minimum	Over 44 a week	11/1/61	$0.75 (Cities with populations of 20,000 or more and contiguous territory) $0.70 (4,000 to 20,000) $0.65 (Less than 4,000)
Maine	All employees		1 1/2 times the regular rate	Over 48 a week	10/15/69 (10/15/70)	$1.50 $1.60

See footnotes at end of table.

Table 6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards: Rate	Overtime standards: Hours	Effective date	Basic minimum rates (per hour) 1/
Maryland	All employees				2/1/70	$1.45
					(2/1/71)	$1.60
					(Laundry occupations)	
					6/1/69	$1.30
					(6/1/70)	$1.45
					(6/1/71)	$1.60
					(Other occupations)	
Massachusetts	All employees				2/1/68	$1.60
Michigan	All employees	Employees subject to FLSA, unless State minimum is higher			1/1/67	$1.25
Nebraska	All employees	Employees of State and local government hospitals			10/23/67	$1.00
Nevada	All employees	Female employees of State and local government hospitals; male employees subject to FLSA; graduate nurses	1 1/2 times the regular rate	Over 8 a day, 48 a week	2/1/70	$1.45
					(2/1/71)	$1.60

See footnotes at end of table.

Table 6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards		Effective date	Basic minimum rates (per hour) 1/
			Rate	Hours		
New Hampshire	All employees	Employees subject to FLSA, unless State minimum is higher			2/1/70 (2/1/71) (Nonprofit hospitals) 2/1/69 (Other hospitals)	$1.45 $1.60 $1.60
New Jersey	All employees		1 1/2 times the regular rate	Over 40 a week	1/1/69	$1.50
New Mexico	All employees	Employees of State and local government hospitals; employees subject to FLSA	1 1/2 times the regular rate (Females only)	Over 48 in any week of 7 days	2/1/69	$1.30
New York	All employees	Employees of State and local government hospitals; employees of nonprofit hospitals provided they certify that they pay the statutory minimum wage			2/1/68	$1.60

See footnotes at end of table.

Table 6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards		Effective date	Basic minimum rates (per hour) 1/
			Rate	Hours		
North Dakota	All employees	Employees of hospitals, except laundry and dry-cleaning workers			5/22/66	$1.00 (Drycleaning and dyeing occupations) $0.90 (Laundry occupations)
Ohio	Women and minors				10/1/62	$1.00 (Laundry occupations)
					1/2/63	$0.90 (Drycleaning and dyeing occupations)
					2/1/65	$0.75 (Food or lodging occupations)
Oklahoma	All employees	Employees subject to FLSA; cafeteria and laundry workers			8/1/65	$1.00.

See footnotes at end of table.

Table 6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards		Effective date	Basic minimum rates (per hour) 1/
			Rate	Hours		
Oregon	All employees	Employees of State and local government hospitals; employees subject to FLSA; employees domiciled on premises for emergency duty	1 1/2 times the minimum rate (Females only)	Over 8 a day, 40 a week	2/1/68	$1.25
Pennsylvania	All employees	Employees of State and local government hospitals; employees subject to FLSA	1 1/2 times the regular rate	Over 40 a week	2/1/70 (2/1/71)	$1.45 $1.60
Puerto Rico	All employees	Employees of local government and nonprofit hospitals; student nurses	2 times the regular rate	Over 8 a day, 48 a week, on day of rest	11/27/67	$1.00 - $1.40 (Rate based on occupations)
Rhode Island	All employees		1 1/2 times the regular rate (Females only)	Over 48 a week	7/1/68	$1.60

See footnotes at end of table.

Table 6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards		Effective date	Basic minimum rates (per hour) 1/
			Rate	Hours		
South Dakota	All employees				7/1/69	$1.00
Texas	All employees	Employees subject to FLSA			2/1/70 (2/1/71)	$1.25 $1.40
Utah	Women and minors	Registered nurses, licensed practical nurses and resident managers			1/1/66	$1.15 (Salt Lake, Weber, Utah and Davis counties) $1.10 (Cities with population of 5,000 or more) $1.00 (All other areas)
Vermont	All employees	Employees of State and local government hospitals; employees of public-supported nonprofit hospitals, except laundry workers, nurses' aids and practical nurses			4/17/69	$1.60

See footnotes at end of table.

Table 6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Concluded)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards		Effective date	Basic minimum rates (per hour) 1/
			Rate	Hours		
Washington 2/	Women and minors				7/1/69	$1.60
West Virginia	All employees	Employees engaged in educational programs in State licensed hospitals; employees subject to FLSA	1 1/2 times the regular rate	Over 48 a week	1/1/67	$1.00
Wisconsin	Women and minors		1 1/2 times the regular rate	Over 9 a day, 50 a week Over 8 a day, 48 a week (night)	7/1/68	$1.30
Wyoming	All employees	Employees of State and local government hospitals; ambulance drivers	1 1/2 times the regular rate (Female laundry and restaurant workers only)	Over 8 a day, 48 a week	1/1/69	$1.30

1/ For full-time adult employees.
2/ Law generally applicable to all employees. However, coverage in hospitals is limited to women and minors only.

Table 7. Hospitals: Provisions for deductions for the cost of meals, lodging and uniforms under State minimum wage laws or orders passed or revised since 1961, February 1, 1970

State	Provisions for meals	Provisions for lodging	Provisions for uniforms
Alaska	Director may permit deductions from the minimum wage for reasonable cost of meals when customarily furnished	Director may permit deductions from the minimum wage for reasonable cost of lodging when customarily furnished	No provision
Arkansas	Employer may deduct reasonable value not to exceed 30 cents per hour for meals	Employer may deduct reasonable value not to exceed 30 cents per hour for lodging	Employer may deduct reasonable value not to exceed 30 cents per hour for apparel
California	Permits specified deductions from the minimum wage for meals provided--75 cents, $1.00, and $1.35 for breakfast, lunch and dinner, respectively	Permits specified deductions from the minimum wage for lodging--$10.00 a week for private room, $8.00 a week for shared room, and no more than $115.00 for an apartment	Required uniforms must be provided and maintained by employer
Colorado	Permits a "with meal" wage differential--10 cents an hour for one or more meals (not applicable to establishments where full maintenance is provided as part of the wage)	Permits specified deductions from the minimum wage for lodging--$5.00 a week for private room, $4.00 a week for shared room (not applicable to establishments where full maintenance is provided as part of the wage)	If required as a condition of employment uniforms must be provided by employer

Table 7. Hospitals: Provisions for deductions for the cost of meals, lodging and uniforms under State minimum wage laws or orders passed or revised since 1961, February 1, 1970 (Continued)

State	Provisions for meals	Provisions for lodging	Provisions for uniforms
Connecticut	Permits specified deductions from the minimum wage for meals--light meals, 35 cents, daily maximum, 70 cents; full meals, 60 cents, daily maximum $1.80	Permits specified deductions from the minimum wage for lodging--$4.00 a week for private room, $3.00 a week for shared room	Uniforms required in the interest of safety or sanitation must be provided and maintained by employer; otherwise up to $1.50 a week may be deducted by employer for the maintenance, laundering or cleaning of uniforms
Delaware	The Department of Labor and Industrial Relations may make regulations defining allowances for meals	The Department of Labor and Industrial Relations may make regulations defining allowances for lodging	The Department of Labor and Industrial Relations may make regulations defining allowances for uniforms
District of Columbia	Permits specified deductions from the minimum wage for meals provided--not more than 40 cents per meal	Permits specified deductions from the minimum wage for lodging--$6.50 a week for private room; $5.00 a week for shared room; for an apartment, amount may not exceed three-fourths of the rental value of similar accommodations in the vicinity	Required uniforms must be provided and maintained by employer; in lieu thereof, employer may pay an additional 3 cents an hour

Table 7. Hospitals: Provisions for deductions for the cost of meals, lodging and uniforms under State minimum wage laws or orders passed or revised since 1961, February 1, 1970 (Continued)

State	Provisions for meals	Provisions for lodging	Provisions for uniforms
Hawaii	Permits reasonable deductions from the minimum wage for meals provided	Permits reasonable deductions from the minimum wage for lodging provided	Required uniforms must be provided and maintained by employer
Idaho	Permits deductions from the minimum wage for meals provided--66-2/3 cents a meal, $14.00 a week	Permits deductions from the minimum wage for lodging--$1.00 a day, $7.00 a week	No provision
Indiana	Wage Adjustment Board has power to determine reasonable value of meals	Wage Adjustment Board has power to determine reasonable value of lodging	Wage Adjustment Board has power to determine reasonable value of uniforms
Kentucky	Permits deductions from the minimum wage for meals upon voluntary agreement--37-1/2 cents per meal	Permits deductions from the minimum wage for lodging upon voluntary agreement--60 cents per night	Permits deductions from the minimum wage of not more than actual cost of such items to the employer
Maine	Permits deductions from the minimum wage for reasonable cost of meals	Permits deductions from the minimum wage for reasonable cost of lodging	No provision
Maryland	Permits deductions from the minimum wage for reasonable cost of meals when customarily provided	Permits deductions from the minimum wage for reasonable cost of lodging when customarily provided	No provision

Table 7. Hospitals: Provisions for deductions for the cost of meals, lodging and uniforms under State minimum wage laws or orders passed or revised since 1961, February 1, 1970 (Continued)

State	Provisions for meals	Provisions for lodging	Provisions for uniforms
Massachusetts	Permits specified deductions from the minimum wage for meals provided, if employee gives written consent--50 cents a meal	Permits specified deductions from the minimum wage for lodging provided--$4.00 a week for semiprivate room; $3.25 a week for shared room occupied by more than 2 persons	Required uniforms must be provided and maintained by employer
Michigan	Permits specified deductions from the minimum wage for meals--3 to 5 cents an hour per meal	Permits specified deductions from the minimum wage for lodging--8 cents per hour for single occupancy; 4 cents per hour for multiple occupancy of quarters as agreed upon at time of hiring	Permits specified deduction for standard uniforms furnished and laundered by employer--4 cents per hour
Nebraska	No provision	No provision	No provision
Nevada	Permits deductions from the minimum wage for meals provided if mutually agreed upon by employer and employee--35, 45 and 75 cents for breakfast, lunch, and dinner, respectively	Permits deductions from minimum wage for lodging provided--not more than $5.00 a week	Required uniforms must be provided and maintained by employer

Table 7. Hospitals: Provisions for deductions for the cost of meals, lodging and uniforms under State minimum wage laws or orders passed or revised since 1961, February 1, 1970 (Continued)

State	Provisions for meals	Provisions for lodging	Provisions for uniforms
New Hampshire	No provision	No provision	No provision
New Jersey	Permits deductions from the minimum wage for the fair value of meals provided	Permits deductions from the minimum wage for the fair value of lodging provided	No provision
New Mexico	No provision	No provision	No provision
New York	Permits specified deductions from the minimum wage for meals provided--55 cents a meal	Permits specified deductions for lodging provided--$1.00 a day	Required uniforms must be provided and maintained by employer
North Dakota	No provision	No provision	No provision
Ohio	Prohibits deductions from the minimum wage for meals provided employees engaged in preparing or serving food who are required to eat on premises; permits deductions by agreement with other employees for meals provided--30, 45, 65 cents for breakfast, lunch and dinner, respectively	By agreement with the employee, the employer may deduct $4.00 a week for adequate, decent and sanitary lodging	Required uniforms must be provided and maintained by employer

Table 7. Hospitals: Provisions for deductions for the cost of meals, lodging and uniforms under State minimum wage laws or orders passed or revised since 1961, February 1, 1970 (Continued)

State	Provisions for meals	Provisions for lodging	Provisions for uniforms
Oklahoma	No provision	No provision	No provision
Oregon	Permits reasonable deductions from the minimum wage for meals provided	Permits reasonable deductions from the minimum wage for lodging provided	Required uniforms must be provided and maintained by employer
Pennsylvania	Permits deductions from the minimum wage for meals--up to 50 cents a meal or $8.00 per week	Permits deductions from the minimum wage--up to $5.00 per week for lodging furnished on full-time basis	Prohibits deductions from the minimum wage for the maintenance of uniforms; employer must pay an additional 5 cents an hour or $1.50 per 40 hours workweek, whichever is less, to employees required to maintain own uniforms
Puerto Rico	Permits deductions from the minimum wage for meals--10 cents for breakfast, 23 cents for lunch and dinner	Permits deductions from the minimum wage for lodging--$1.00 a week for room, 50 cents a week for laundry services connected with lodging	No provision
Rhode Island	No provision	No provision	No provision
South Dakota	No provision	No provision	No provision

Table 7. Hospitals: Provisions for deductions for the cost of meals, lodging and uniforms under State minimum wage laws or orders passed or revised since 1961, February 1, 1970 (Continued)

State	Provisions for meals	Provisions for lodging	Provisions for uniforms
Texas	Permits deductions from the minimum wage for cost to the employer of meals customarily furnished	Permits deductions from the minimum wage for cost to the employer of lodging customarily furnished	No provision
Utah	Deductions for meals upon mutual agreement between employer and employee--may not exceed 40 cents per meal furnished	Deductions for lodging upon mutual agreement between employer and employee--may not exceed retail price	Required uniforms must be provided and maintained by employer
Vermont	Permits deductions from the minimum wage for meals upon mutual agreement between employer and employee--70 cents a meal in service establishments	Commissioner has authority to recommend and determine the amount of deductions for lodging--no specific provision for service establishments	Required uniforms must be provided and maintained by employer in service establishments
Washington	Permits specified deductions from the minimum wage for meals eaten--40 cents per meal	Permits specified deductions from the minimum wage for lodging furnished--$6.00 a week for private room, $5.00 for shared room	Required uniforms must be provided and maintained by employer; the usual white uniform is not considered a special uniform

Table 7. Hospitals: Provisions for deductions for the cost of meals, lodging and uniforms under State minimum wage laws or orders passed or revised since 1961, February 1, 1970 (Concluded)

State	Provisions for meals	Provisions for lodging	Provisions for uniforms
West Virginia	Permits deductions from the minimum wage for meals--up to $1.00 a day	No provision	No provision
Wisconsin	Permits specified deductions from the minimum wage for meals provided--75 cents per meal; $15.60 per week	Permits specified deductions from the minimum wage for lodging provided--$1.50 a day; $10.50 a week	No provision
Wyoming	No provision	No provision	No provision

APPENDIX

A

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Appendix. Technical Note

Scope of Survey

The survey covered both short- and long-term proprietary, nonprofit, and State and local (municipal and county) government hospitals throughout the Nation (excluding Alaska and Hawaii). Excluded from the survey were: Federal Government hospitals, sanitoria, rest homes, convalescent homes, curative baths or spas, and other institutions which do not admit any persons for the expressed purpose of providing medical, psychiatric, or surgical care.

Sample Design and Method of Estimation

The survey was conducted on a sample basis. The hospitals studied were selected from a universe list prepared from the Master Facility Inventory maintained by the National Center of Health Statistics, U.S. Public Health Service, Department of Health, Education, and Welfare. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small hospitals was studied. In combining the data, however, all hospitals were given their appropriate weight. Unless indicated otherwise, therefore, all estimates in this report relate to all hospitals within the definition of the study rather than those actually visited.

The number of hospitals and employees studied by the Bureau of Labor Statistics as well as the number estimated to have been within scope of the survey during the payroll period studied are shown in the table on the following page.

Method of Collection

Data were obtained by personal visits of BLS field staff under the direction of the Bureau's Assistant Regional Directors for Operations.

Employment

The estimates of the number of employees within the scope of the study are intended as a general guide to the size and composition of the labor force included in the survey. The advance planning necessary to make a wage survey requires the use of lists of hospitals assembled considerably in advance of the payroll period studied. Thus, hospitals recently placed into operation are omitted, as are those originally classified, correctly or incorrectly, among those to be covered by the survey, but found to be outside the scope of the study at the time of data collection. Estimates of total hospital employment included full-time, part-time, executive, and administrative and professional employees, as well as members of religious orders. Students were not considered as employees.

Definition of Terms

Hospital. A hospital, for the purposes of this study, is defined as a single physical location where medical, psychiatric, or surgical services are provided. Short-term hospitals are those in which the average patient stay is less than 30 days.

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Estimated Number of Hospitals and Hospital Employees and Number Studied, March 1969

Region and area [1]	All hospitals							
	Number of hospitals		Employees in hospitals					
			Within scope of study					Studied
	Within scope of study	Studied	Total [2]	Registered professional nurses	Other professional and technical employees	Office clerical employees	Other non-professional employees	Total [2]
All hospitals	7,574	1,225	2,408,232	270,262	126,011	243,020	1,112,575	919,513
Nongovernment hospitals								
United States [3]	5,408	888	1,675,224	205,972	94,626	173,760	704,462	610,321
Metropolitan areas	2,765	691	1,280,309	160,296	77,004	138,985	530,749	561,249
Nonmetropolitan areas	2,643	197	394,915	45,676	17,622	34,775	173,713	49,072
Northeast:	1,107	236	526,873	67,732	33,871	56,828	198,887	208,355
Metropolitan areas [4]	727	197	435,430	54,749	28,557	48,136	162,663	193,470
Boston	56	23	39,135	4,792	3,259	4,562	10,969	27,569
Buffalo	21	14	14,075	1,520	448	1,384	5,584	12,238
New York City	123	34	93,427	12,077	6,470	12,707	39,379	44,783
Philadelphia	117	41	62,045	7,308	2,638	7,223	25,880	35,126
Scranton	12	10	2,628	428	112	216	1,047	2,496
Nonmetropolitan areas	380	39	91,443	12,983	5,314	8,692	36,224	14,885
South	1,851	227	386,516	44,708	19,262	41,672	193,072	126,191
Metropolitan areas [4]	819	162	275,062	32,509	13,819	30,999	133,634	114,695
Atlanta	22	11	6,707	992	422	651	2,802	6,336
Baltimore	36	16	23,521	2,661	1,094	3,203	11,588	15,692
Chattanooga	12	7	1,463	121	120	179	736	1,176
Dallas	62	19	11,800	1,304	656	1,219	5,285	8,267
Memphis	12	8	7,686	758	262	648	4,884	7,297
Miami	28	17	12,835	2,027	657	1,839	5,809	10,661
Washington	32	15	20,230	2,972	1,802	2,673	7,763	14,348
Nonmetropolitan areas	1,032	65	111,454	12,199	5,443	10,673	59,438	11,496
North Central	1,436	248	516,637	56,661	27,788	49,496	212,285	185,527
Metropolitan areas [4]	595	179	364,194	40,742	22,493	37,001	149,924	166,113
Chicago	125	40	77,140	9,688	7,122	9,426	30,650	40,941
Cincinnati	19	13	12,001	1,216	607	1,293	5,543	10,914
Cleveland	30	16	20,290	2,286	972	2,147	9,523	15,603
Detroit	80	26	38,074	3,744	2,551	5,067	16,770	23,026
Minneapolis–St. Paul	35	17	24,637	3,242	1,373	1,931	6,770	14,806
St. Louis	42	16	23,633	2,554	721	1,934	11,647	14,577
Nonmetropolitan areas	841	69	152,443	15,919	5,295	12,495	62,361	19,414
West	1,014	177	245,198	36,871	13,705	25,764	100,218	90,248
Metropolitan areas [4]	624	153	205,623	32,296	12,135	22,849	84,528	86,971
Denver	25	16	13,389	1,986	963	1,378	4,954	11,898
Los Angeles–Long Beach and Anaheim–Santa Ana–Garden Grove	250	57	67,454	10,502	3,791	8,490	30,440	29,454
Portland	34	15	11,834	1,347	493	1,020	4,694	8,111
San Francisco–Oakland	73	26	24,295	3,955	1,658	2,264	8,777	14,026
Seattle–Everett	24	13	7,696	1,314	289	780	2,015	5,829
Nonmetropolitan areas	390	24	39,575	4,575	1,570	2,915	15,690	3,277
State and local government hospitals								
United States [3]	2,166	337	733,008	64,290	31,385	69,260	408,113	309,192
Metropolitan areas	606	205	459,893	42,027	21,149	47,586	251,332	260,151
Nonmetropolitan areas	1,560	132	273,115	22,263	10,236	21,674	156,781	49,041
Northeast	252	74	184,040	16,366	6,468	14,535	113,676	97,914
Metropolitan areas [4]	173	59	141,002	14,740	5,135	11,807	84,481	85,997
Boston	33	12	18,579	1,867	1,015	1,628	10,140	10,816
Buffalo	6	5	7,257	770	190	642	4,310	6,858
New York City	26	15	49,897	4,543	1,684	4,511	30,347	36,288
Philadelphia	8	4	9,527	656	192	987	5,411	7,027
Nonmetropolitan areas	79	15	43,038	3,626	1,333	2,728	29,195	11,917
South	798	108	237,068	18,868	9,738	24,430	141,520	85,453
Metropolitan areas [4]	166	54	119,885	9,879	5,186	13,239	67,626	64,096
Atlanta	10	7	6,236	696	424	812	3,171	5,881
Baltimore	5	5	7,859	400	379	687	5,066	7,859
Chattanooga	4	4	2,191	194	165	217	1,276	2,191
Dallas	4	3	4,075	316	166	519	2,137	3,656
Memphis	4	3	4,316	252	195	326	2,421	4,071
Washington	5	3	5,036	848	237	491	2,441	3,956
Nonmetropolitan areas	632	54	117,183	8,989	4,552	11,191	73,894	21,357
North Central	800	107	211,213	17,741	9,839	18,923	102,668	80,867
Metropolitan areas [4]	152	56	114,959	9,842	6,443	12,783	57,101	66,558
Chicago	18	8	16,600	1,577	1,509	1,770	9,111	13,700
Cincinnati	7	5	4,028	281	314	410	2,555	3,595
Cleveland	12	5	7,379	597	330	841	4,229	4,560
Detroit	18	8	16,754	1,311	1,243	2,060	8,967	9,026
Minneapolis–St. Paul	9	5	6,302	806	492	864	2,043	6,149
St. Louis	12	7	7,899	627	238	705	5,332	5,459
Nonmetropolitan areas	648	51	96,254	7,899	3,396	6,140	45,567	14,309
West	316	48	100,687	11,315	5,340	11,372	50,249	44,958
Metropolitan areas [4]	115	36	84,047	9,566	4,385	9,757	42,124	43,500
Denver	7	5	4,577	744	405	620	1,702	3,975
Los Angeles–Long Beach and Anaheim–Santa Ana–Garden Grove	17	9	20,260	2,169	869	2,331	9,569	17,551
San Francisco–Oakland	10	5	10,582	1,749	635	1,184	4,367	5,975
Seattle–Everett	4	3	1,917	333	118	214	580	1,567
Nonmetropolitan areas	201	12	16,640	1,749	955	1,615	8,125	1,458

[1] Data for State and local governments did not meet publication criteria in Miami, Fla., Portland, Oreg., and Scranton, Pa.

[2] Includes part-time, executive, and administrative employees and members of religious orders who were excluded from the occupational categories shown separately. Students were not considered as employees.

[3] Excludes Alaska and Hawaii.

[4] Includes data for areas in addition to those shown separately.

Nonsupervisory employees. The term, "nonsupervisory employees, as used in this report, includes both full- and part-time employees below the level of supervisor in nursing, technical, clerical, housekeeping, food service, laundry, maintenance, and other occupations. Supervisors, for purposes of the study, are defined as employees who spend less than 20 percent of their time performing functions similar to those performed by employees under their supervision. Excluded from the nonsupervisory category were officials, managers, executives, and employees in occupations normally requiring a college degree, as well as members of religious orders and volunteers.

Registered professional nurses. The term, "registered professional nurses," as used in this report, includes all full-time registered professional nurses, such as directors of nursing, supervisors of nurses, general duty nurses, nursing instructors, etc. Part-time professional nurses and nurses belonging to religious orders were excluded from this occupational category.

Professional and technical employees (except registered nurses). The term, "professional and technical employees (except registered nurses)," as used in this report, includes all full-time professional and technical employees (except registered nurses) such as X-ray technicians, medical technologists, dietitians, physical therapists, medical record librarians, etc. This category excludes part-time employees, interns, residents, and members of religious orders.

Office clerical employees. The term, "office clerical employees," as used in this report, includes all full-time nonsupervisory employees performing clerical work throughout the hospital. These employees are usually found in the medical record section or building, the business office, and the laboratory of the hospital. Part-time employees were excluded from this category.

Nonprofessional employees (except office clerical). The term, "nonprofessional employees (except office clerical)," as used in this report, includes all full-time nonprofessional (except office clerical) employees, such as practical nurses, nursing aids, orderlies, maids, kitchen help, housekeepers, unskilled laboratory help such as bottle washers, and maintenance employees. Part-time employees and members of religious orders were excluded.

Earnings. The earnings information relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends and holidays. Premium pay for late-shift work, if any, was included in the earnings for workers receiving such payments. Cost-of-living bonuses were included as part of the employee's regular pay, but the value of food, lodging, and payments, such as Christmas or yearend bonuses, were excluded. Group average hourly earnings were obtained by multiplying individual hourly earnings by weekly hours worked and dividing the sum of these products by total weekly hours worked. In the case of salaried workers, individual hourly earnings were obtained by dividing straight-time salary by the normal hours corresponding to the salary.

This method of computing average hourly earnings was used because of the wide variations in individual weekly hours worked in hospitals and such variations often are related to wide differences in hourly earnings. In the earnings distribution tables, however, workers were distributed among specified earnings classes according to their individual hourly rates.

Wage impact. Wage impact is defined as an increase in the weekly wage bill required to raise the wages of employees paid less than a specified minimum rate to that rate. The percent of wage impact for a hospital is calculated by dividing the wage increase required to raise the wages of employees paid less than the minimum wage to that rate by the sum of the earnings for nonsupervisory employees before the change.

In table 48, hospitals that were in both the 1966 and 1969 surveys were classified into four groups by degree of impact of the $1 minimum wage, as of July 1966. One group consisted of hospitals experiencing no wage impact. The remaining hospitals were arrayed by percent of wage impact and divided into three groups so that approximately one-third of the estimated total hospitals with wage impact would fall into each group.

Weekly hours worked. Data refer to the hours actually worked by nonsupervisory employees during a week of the payroll period studied, but include hours for sick leave, vacation, holidays, etc., paid for but not worked. An average figure was used for employees regularly working a different number of hours on alternating weeks.

Size of community. Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term, "metropolitan areas," as used in this report, refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through January 1968.

Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contains at least one city of 50,000 inhabitants or more. Contiguous counties to the one containing such a city are included in a Standard Metropolitan Statistical Area, if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city or town is administratively more important than the county, they are the units used in defining Standard Metropolitan Statistical Areas.

Regions. The regions used in this study are:

Northeast	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont.
South	Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.
North Central	Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.
West	Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Selected areas. The survey developed separate data for 23 selected areas. These are defined as follows:

Atlanta, Ga	Clayton, Cobb, De Kalb, Fulton, and Gwinnett Counties.
Baltimore, Md	Baltimore City and Anne Arundel, Baltimore, Carroll, Harford, and Howard Counties.
Boston, Mass	Suffolk County, 15 communities in Essex County, 30 in Middlesex County, 20 in Norfolk County, and 9 in Plymouth County.
Buffalo, N.Y	Erie and Niagara Counties.
Chattanooga, Tenn.—Ga	Hamilton County, Tenn.; and Walker County, Ga.
Chicago, Ill	Cook, Du Page, Kane, Lake, McHenry, and Will Counties.
Cincinnati, Ohio—Ky.—Ind	Clermont, Hamilton, and Warren Counties, Ohio; Boone, Campbell, and Kenton Counties, Kentucky; and Dearborn County, Ind.
Cleveland, Ohio	Cuyahoga, Geauga, Lake, and Medina Counties.
Dallas, Tex	Collin, Dallas, Denton, Ellis, Kaufman, and Rockwall Counties.

Denver, Colo	Adams, Arapahoe, Boulder, Denver, and Jefferson Counties.
Detroit, Mich	Macomb, Oakland, and Wayne Counties.
Los Angeles–Long Beach and Anaheim–Santa Ana–Garden Grove, Calif	Los Angeles and Orange Counties.
Memphis, Tenn.–Ark	Shelby County, Tenn.; and Crittenden County, Ark.
Miami, Fla	Dade County.
Minneapolis–St. Paul, Minn	Anoka, Dakota, Hennepin, Ramsey, and Washington Counties.
New York City, N. Y	Bronx, Kings, New York, Queens, and Richmond Counties.
Philadelphia, Pa.–N.J	Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.; and Burlington, Camden, and Gloucester Counties, N.J.
Portland, Oreg.–Wash	Clackamas, Multnomah, and Washington Counties, Oreg.; and Clark County, Wash.
St. Louis, Mo.–Ill	St. Louis City, Franklin, Jefferson, St. Charles, and St. Louis Counties, Mo.; and Madison and St. Clair Counties, Ill.
San Francisco–Oakland, Calif	Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties.
Scranton, Pa	Lackawanna County.
Seattle–Everett, Wash	King and Snohomish Counties.
Washington, D.C.–Md.–Va	District of Columbia; Montgomery and Prince Georges Counties, Md.; and Alexandria, Fairfax, and Falls Church Cities and Arlington, Fairfax, Loudoun and Prince William Counties, Va.

Perquisites. Information on provisions or payments for meals, lodging, uniforms, and laundering in table 41 is based on formal provisions. The tabulation is limited to hospitals having workers in six selected occupational groups (general duty nurses, practical nurses, nursing aids, kitchen helpers, maids and porters, and laundry workers). The percentages relate to the total employment in hospitals having perquisites for a majority of the workers in the respective groups.

Labor-management contract status. Data refer to the percent of workers in the four broad employment categories, i.e., registered professional nurses, professional and technical employees (except registered nurses), office clerical employees, and nonprofessional employees (except office clerical) in hospitals with (1) a majority, (2) a minority, or (3) none of these workers covered by such contracts.

Supplementary wage provisions. Supplementary benefits and practices were treated statistically on the basis that if formal provisions in a hospital were applicable to one-half or more of the workers in any of the four broad employment categories (e.g., registered professional nurses, office clerical employees, etc.), the practice or benefit was considered applicable to all workers in that category. Similarly, if fewer than one-half of the workers in the group were covered, the practice or benefit was considered nonexistent for that specific group in the hospital. Because of the length-of-service and other eligibility requirements, the proportions of workers receiving the benefits may be smaller than estimated. The following supplementary wage provisions were covered by the survey:

1. "Overtime premium pay." Data for "daily overtime" refers to work in excess of a specified number of hours a day, regardless of the number of hours worked on previous days of the pay period. "Weekly overtime" refers to work in excess of a specified number of hours per week, regardless of the day on which it is performed, the number of hours per day, or number of days worked.

2. "Paid holidays." Paid holiday provisions relate to full-day and half-day holidays provided annually.

3. "Paid vacations." The summaries of vacation plans are limited to formal arrangements, excluding informal plans, whereby time off with pay is granted at the discretion of the employer or the supervisor. The periods of service for which data are presented were selected as representative of the most common practices but do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years of service may include changes in provisions which occurred after 6 years.

4. "Health, insurance, and retirement plans." Data are presented for health, insurance, and retirement plans for which all or part of the cost is borne by the employer. Among the plans included are those underwritten by a commercial insurance company, those paid directly by the employer from his current operating funds or from a fund set aside for this purpose; and plans which provide certain types of care at the hospital free or at reduced rates.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the hospital contributed at least part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,[1] plans were included if the employer (1) contributes more than is legally required or (2) provides the employees with benefits which exceed the requirements of law.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a portion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided according to (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Tabulations of hospitalization, surgical, medical, and catastrophe benefit plans are presented separately according to (1) plans providing benefits through insurance, (2) plans providing service in the hospital free or at reduce rates, and (3) combination plans which provide benefits through insurance as well as service in the hospital free or at reduced rates. Catastrophe benefits, sometimes referred to as extended medical benefits, include those plans designed to cover employees in case of sickness or injury involving an expense which goes beyond the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pension plans are limited to those plans which provide regular payments for the remainder of a retired worker's life. Data on the extent to which hospital employees are covered by the Federal Old-Age, Survivors, and Disability Insurance program are also included, since many hospitals are not automatically covered by the Federal system. Data are presented separately for lump-sum pay (one payment or a specified number over a period of time) made to employees on retirement. Establishments providing both lump-sum payments and pensions to employees upon retirement were considered as having both retirement pensions and lump-sum retirement pay. Establishments having optional plans providing employees a choice of either lump-sum retirement payments or pensions were considered as having only retirement pension benefits.

Tabulations on workmen's compensation and unemployment insurance refer to the percent of employees in the four major occupational groups in hospitals providing these benefits.

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[1] The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

Table 1. Hospitals: Selected Characteristics, United States and Regions

(Non-Federal hospitals: Numerical distribution of hospitals by selected characteristics, March 1969)

Region and size of community	Non-Federal hospitals			Nongovernment hospitals							State and local government hospitals		
				All nongovernment hospitals			Proprietary hospitals	Private nonprofit hospitals					
	Total	Long term	Short term	Total	Long term	Short term	Total	Total	Long term	Short term	Total	Long term	Short term
United States	7,574	1,138	6,436	5,408	550	4,858	1,460	3,948	377	3,571	2,166	588	1,578
Metropolitan areas	3,371	677	2,694	2,765	390	2,375	712	2,053	294	1,759	606	287	319
Nonmetropolitan areas	4,203	461	3,742	2,643	160	2,483	748	1,895	83	1,812	1,560	301	1,259
Northeast	1,359	320	1,039	1,107	160	947	-	992	140	852	252	160	92
Metropolitan areas	900	214	686	727	120	607	-	629	107	522	173	94	79
Nonmetropolitan areas	459	106	353	380	40	340	-	363	33	330	79	66	13
South	2,649	270	2,379	1,851	146	1,705	-	1,040	118	922	798	124	674
Metropolitan areas	985	194	791	819	116	703	-	493	88	405	166	78	88
Nonmetropolitan areas	1,664	76	1,588	1,032	30	1,002	-	547	30	517	632	46	586
North Central	2,236	361	1,875	1,436	125	1,311	-	1,312	75	1,237	800	236	564
Metropolitan areas	747	115	632	595	60	535	-	557	55	502	152	55	97
Nonmetropolitan areas	1,489	246	1,243	841	65	776	-	755	20	735	648	181	467
West	1,330	187	1,143	1,014	119	895	-	604	44	560	316	68	248
Metropolitan areas	739	154	585	624	94	530	-	374	44	330	115	60	55
Nonmetropolitan areas	591	33	558	390	25	365	-	230	-	230	201	8	193

NOTE: Dashes indicate insufficient data to warrant presentation.

Table 2. Employees: Selected Characteristics, United States and Regions

(Non-Federal hospitals: Numerical distribution of all employees in hospitals classified by selected characteristics, March 1969)

Region and size of community	Non-Federal hospitals			Nongovernment hospitals							State and local government hospitals		
				All nongovernment hospitals			Proprietary hospitals	Private nonprofit hospitals					
	Total	Long term	Short term	Total	Long term	Short term	Total	Total	Long term	Short term	Total	Long term	Short term
United States	2,408,232	352,049	2,056,183	1,675,224	63,258	1,611,966	120,154	1,555,070	53,522	1,501,548	733,008	288,791	444,217
Metropolitan areas	1,740,202	231,591	1,508,611	1,280,309	52,821	1,227,488	77,903	1,202,406	46,532	1,155,874	459,893	178,770	281,123
Nonmetropolitan areas	668,030	120,458	547,572	394,915	10,437	384,478	42,251	352,664	6,990	345,674	273,115	110,021	163,094
Northeast	710,913	135,500	575,413	526,873	27,079	499,794	-	507,395	25,648	481,747	184,040	108,421	75,619
Metropolitan areas	576,432	94,745	481,687	435,430	23,132	412,298	-	419,209	22,198	397,011	141,002	71,613	69,389
Nonmetropolitan areas	134,481	40,755	93,726	91,443	3,947	87,496	-	88,186	3,450	84,736	43,038	36,808	6,230
South	623,584	90,435	533,149	386,516	14,900	371,616	-	337,796	12,664	325,132	237,068	75,535	161,533
Metropolitan areas	394,947	54,131	340,816	275,062	12,980	262,082	-	245,362	10,744	234,618	119,885	41,151	78,734
Nonmetropolitan areas	228,637	36,304	192,333	111,454	1,920	109,534	-	92,434	1,920	90,514	117,183	34,384	82,799
North Central	727,850	86,403	641,447	516,637	12,186	504,451	-	505,323	9,571	495,752	211,213	74,217	136,996
Metropolitan areas	479,153	45,784	433,369	364,194	8,116	356,078	-	361,724	7,951	353,773	114,959	37,668	77,291
Nonmetropolitan areas	248,697	40,619	208,078	152,443	4,070	148,373	-	143,599	1,620	141,979	96,254	36,549	59,705
West	345,885	39,711	306,174	245,198	9,093	236,105	-	204,556	5,639	198,917	100,687	30,618	70,069
Metropolitan areas	289,670	36,931	252,739	205,623	8,593	197,030	-	176,111	5,639	170,472	84,047	28,338	55,709
Nonmetropolitan areas	56,215	2,780	53,435	39,575	500	39,075	-	28,445	-	28,445	16,640	2,280	14,360

NOTE: Dashes indicate insufficient data to warrant presentation.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 3. Hourly Earnings:[1] By Type of Ownership, United States and Regions

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] March 1969)

Average hourly earnings[1]	United States				Northeast				South			
	Hospitals—											
	Non-Federal	Nongovernment		State and local government	Non-Federal	Nongovernment		State and local government	Non-Federal	Nongovernment		State and local government
		Total	Private nonprofit			Total	Private nonprofit			Total	Private nonprofit	
Under $1.30	.4	.2	.2	.7	.1	.1	.1	.1	.9	.5	.4	1.7
Under $1.35	3.2	2.8	2.1	4.0	.3	.3	.3	.1	8.3	7.6	5.3	9.4
Under $1.40	4.7	4.2	3.3	5.9	.4	.5	.4	.1	12.3	11.6	9.0	13.3
Under $1.45	6.6	6.0	4.9	8.2	.9	1.1	1.1	.1	16.6	15.6	12.5	18.1
Under $1.50	8.0	7.3	6.2	9.9	1.1	1.4	1.4	.1	19.7	18.4	15.3	21.7
Under $1.55	10.2	9.5	8.4	11.7	1.8	2.4	2.4	.3	23.7	22.7	19.4	25.2
Under $1.60	12.0	11.2	10.1	14.0	2.4	3.2	3.2	.3	27.4	25.8	22.5	30.0
Under $1.65	15.0	14.4	13.3	16.4	4.5	5.7	5.7	.9	32.1	31.1	27.8	33.9
Under $1.70	17.6	17.0	15.9	18.9	5.8	7.4	7.4	1.0	36.1	34.5	31.3	38.8
Under $1.75	20.4	20.2	19.1	20.9	7.8	9.9	9.8	1.7	40.0	38.8	35.8	42.0
Under $1.80	23.3	23.4	22.3	23.2	10.2	12.9	12.8	2.4	43.8	42.7	39.8	45.5
Under $1.85	26.4	26.5	25.4	26.0	12.7	15.8	15.7	3.6	47.5	46.0	43.3	50.1
Under $1.90	29.2	29.7	28.6	28.1	15.0	18.7	18.7	4.2	51.1	49.7	47.1	53.4
Under $1.95	32.0	32.7	31.7	30.3	17.6	21.8	21.9	5.3	53.8	52.3	49.8	56.3
Under $2.00	34.6	35.4	34.5	32.6	20.0	24.5	24.7	6.6	56.4	54.7	52.4	59.3
Under $2.10	40.5	41.8	40.9	37.4	25.5	30.7	31.0	10.1	61.9	60.2	58.1	64.6
Under $2.20	45.7	47.2	46.4	42.2	30.6	36.3	36.6	13.9	66.6	64.8	62.9	69.7
Under $2.30	50.7	52.2	51.4	47.2	36.9	42.2	42.5	21.2	69.9	68.0	66.3	73.2
Under $2.40	55.4	56.9	56.0	51.7	42.4	47.9	47.8	26.4	73.0	71.2	69.5	76.2
Under $2.50	59.3	60.7	59.9	56.0	47.4	52.5	52.3	32.2	75.8	73.9	72.4	78.9
Under $2.60	63.1	64.3	63.5	60.4	51.9	56.7	56.4	37.8	78.2	76.3	75.0	81.3
Under $2.70	66.2	67.0	66.3	64.2	55.9	60.1	59.9	43.6	80.3	78.2	77.1	83.7
Under $2.80	69.3	69.7	69.1	68.2	60.3	63.7	63.6	50.2	82.0	79.9	78.8	85.5
Under $2.90	72.1	72.0	71.4	72.1	64.2	66.6	66.4	56.9	83.7	81.7	80.5	87.2
Under $3.00	74.4	73.9	73.3	75.5	67.8	69.3	69.1	63.3	84.9	82.7	81.7	88.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	2,068.6	1,449.5	1,346.9	619.1	603.4	450.7	434.5	152.7	539.9	338.0	295.7	201.9
Average hourly earnings[1]	$2.47	$2.47	$2.49	$2.48	$2.70	$2.64	$2.64	$2.85	$2.11	$2.15	$2.19	$2.05

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 3. Hourly Earnings[1] By Type of Ownership, United States and Regions—Continued

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] March 1969)

Average hourly earnings[1]	North Central				West			
	Hospitals—							
	Non-Federal	Nongovernment		State and local government	Non-Federal	Nongovernment		State and local government
		Total	Private nonprofit			Total	Private nonprofit	
Under $1.30	.3	.2	.2	.6	.1	*	*	.1
Under $1.35	2.3	2.4	2.0	2.3	1.6	1.5	1.7	1.7
Under $1.40	3.4	3.3	2.8	3.8	2.2	2.0	2.2	2.8
Under $1.45	5.3	5.0	4.4	5.9	2.9	2.7	2.9	3.6
Under $1.50	6.8	6.5	5.9	7.5	3.6	3.3	3.6	4.3
Under $1.55	9.1	9.0	8.3	9.5	4.7	4.6	5.1	5.1
Under $1.60	11.1	10.8	10.0	11.7	5.5	5.6	6.2	5.4
Under $1.65	14.1	14.0	13.2	14.5	6.9	7.2	8.0	6.4
Under $1.70	17.1	17.0	16.2	17.2	8.7	9.2	9.8	7.5
Under $1.75	20.4	20.9	20.0	19.4	10.1	10.9	11.3	8.1
Under $1.80	23.6	24.2	23.3	22.3	12.0	12.9	13.3	9.7
Under $1.85	26.9	27.5	26.7	25.3	14.3	15.6	15.7	10.9
Under $1.90	29.9	30.8	30.0	27.5	16.5	18.2	18.1	12.3
Under $1.95	33.1	34.3	33.6	29.9	18.8	20.8	20.3	13.7
Under $2.00	36.3	37.7	36.9	32.7	20.8	23.0	22.2	15.6
Under $2.10	42.9	44.7	44.0	38.2	26.8	29.5	28.0	20.0
Under $2.20	48.6	50.5	49.9	43.8	32.1	35.2	33.4	24.7
Under $2.30	53.6	55.7	55.2	48.5	37.6	40.9	39.0	29.7
Under $2.40	58.1	59.8	59.3	53.8	43.5	47.1	45.3	34.6
Under $2.50	61.8	63.3	62.9	58.1	48.1	51.4	49.7	39.8
Under $2.60	65.5	66.4	66.0	63.1	53.3	56.5	54.9	45.4
Under $2.70	68.2	68.8	68.5	66.7	57.0	60.0	58.6	49.6
Under $2.80	70.9	71.0	70.7	70.6	60.9	63.4	62.2	54.6
Under $2.90	73.3	73.1	72.7	73.8	64.2	65.8	64.6	60.1
Under $3.00	75.2	74.7	74.4	76.5	66.8	67.8	66.9	64.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	634.2	454.5	444.3	179.8	291.1	206.3	172.4	84.8
Average hourly earnings[1]	$2.45	$2.44	$2.45	$2.49	$2.75	$2.70	$2.72	$2.86

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 4. Hourly Earnings. Metropolitan Areas, by Type of Ownership, United States and Regions

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] March 1969)

Average hourly earnings[1]	United States			Northeast			South			North Central			West		
	Hospitals—														
	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government
Under $1.30	.3	.2	.8	.1	.1	.1	1.0	.4	2.6	.2	.2	.2	.1	.1	.1
Under $1.35	1.6	1.6	1.7	.2	.2	.1	5.2	5.0	5.8	.9	1.0	.4	.5	.6	.3
Under $1.40	2.3	2.2	2.4	.2	.2	.1	7.6	7.4	7.9	1.2	1.4	.9	.9	.9	.7
Under $1.45	3.3	3.3	3.4	.6	.7	.2	10.3	10.2	10.6	1.9	2.1	1.3	1.3	1.3	1.2
Under $1.50	4.1	4.0	4.3	.7	.9	.2	12.7	12.3	13.8	2.5	2.8	1.7	1.6	1.7	1.3
Under $1.55	5.5	5.5	5.3	1.3	1.5	.3	16.2	16.1	16.4	3.6	3.9	2.5	2.2	2.4	1.6
Under $1.60	6.8	6.8	7.0	1.7	2.2	.4	20.0	19.1	22.1	4.4	4.8	3.1	2.8	3.2	1.8
Under $1.65	9.3	9.6	8.6	3.7	4.6	1.0	25.0	24.9	25.4	6.3	6.7	4.7	3.7	4.1	2.5
Under $1.70	11.5	11.8	10.9	4.8	5.9	1.1	29.4	28.4	31.8	8.5	9.1	6.5	5.4	6.1	3.5
Under $1.75	14.1	14.7	12.4	6.5	8.1	1.6	33.6	33.0	35.1	11.5	12.5	8.2	6.6	7.7	4.0
Under $1.80	16.9	17.8	14.4	8.8	10.9	2.1	37.6	37.1	38.7	14.4	15.5	10.7	8.4	9.7	5.2
Under $1.85	19.9	20.8	17.4	11.0	13.5	3.1	41.9	40.7	45.0	17.8	18.9	14.1	10.7	12.4	6.5
Under $1.90	22.7	23.9	19.3	13.2	16.1	3.7	45.9	44.6	48.9	20.7	22.2	15.9	12.9	14.9	7.8
Under $1.95	25.5	27.0	21.3	15.7	19.1	4.7	48.8	47.3	52.3	24.1	25.8	18.5	15.0	17.6	8.6
Under $2.00	28.1	29.8	23.3	17.9	21.7	5.6	51.4	49.8	55.5	27.6	29.6	21.1	17.0	19.8	10.0
Under $2.10	34.2	36.3	28.0	23.1	27.6	8.9	57.0	55.2	61.5	35.0	37.5	26.9	22.8	26.5	13.5
Under $2.20	39.6	42.1	32.4	28.0	33.0	12.0	62.1	60.3	66.4	41.7	44.3	32.9	28.0	32.4	17.4
Under $2.30	45.2	47.7	37.8	34.5	39.1	19.5	65.7	64.0	70.0	47.7	50.6	37.8	33.8	38.4	22.6
Under $2.40	50.3	52.9	42.5	40.5	45.3	25.0	68.9	67.4	72.7	52.6	55.3	43.6	39.9	45.0	27.4
Under $2.50	54.7	57.2	47.5	45.7	50.3	30.9	72.1	70.5	76.0	57.1	59.5	49.1	44.5	49.4	32.6
Under $2.60	59.0	61.2	52.4	50.5	54.9	36.3	74.8	73.3	78.3	61.1	63.0	55.0	50.1	54.7	38.7
Under $2.70	62.3	64.3	56.7	54.7	58.5	42.4	77.0	75.6	80.6	64.2	65.7	59.2	53.9	58.3	43.0
Under $2.80	65.7	67.1	61.6	59.1	62.0	49.8	78.8	77.4	82.3	67.1	68.2	63.7	58.0	61.7	48.7
Under $2.90	68.6	69.5	65.9	63.0	65.0	56.4	80.7	79.3	84.1	69.6	70.4	66.9	61.4	64.2	54.6
Under $3.00	71.1	71.5	70.1	66.5	67.6	63.1	82.0	80.5	85.9	71.6	72.1	70.1	64.3	66.3	59.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	1,480.3	1,101.3	378.9	484.5	369.8	114.7	338.3	239.7	98.6	414.3	318.8	95.5	243.2	173.0	70.2
Average hourly earnings[1]	$2.59	$2.56	$2.65	$2.74	$2.70	$2.86	$2.21	$2.24	$2.14	$2.59	$2.56	$2.68	$2.82	$2.75	$2.99

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 5. Hourly Earnings: Nonmetropolitan Areas, by Type of Ownership, United States and Regions

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] March 1969)

Average hourly earnings[1]	United States			Northeast			South			North Central			West		
	Hospitals—														
	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government
Under $1.30	.5	.4	.7	.2	.3	-	.7	.6	.8	.6	.4	.9	*	*	-
Under $1.35	7.2	6.9	7.6	.7	1.0	-	13.3	13.9	12.8	5.1	5.5	4.4	6.8	6.1	8.3
Under $1.40	10.7	10.3	11.2	1.0	1.5	-	20.1	21.8	18.5	7.6	7.8	7.2	9.2	7.8	12.6
Under $1.45	15.0	14.4	15.8	2.1	3.1	-	27.0	28.8	25.4	11.7	12.0	11.2	11.4	9.8	15.1
Under $1.50	18.0	17.5	18.7	2.7	4.0	-	31.3	33.3	29.3	14.9	15.3	14.1	14.0	12.0	18.8
Under $1.55	22.0	22.1	21.9	4.2	6.2	-	36.3	39.0	33.7	19.6	20.9	17.4	17.7	15.7	22.2
Under $1.60	25.1	25.2	25.1	5.3	7.8	.1	39.8	42.2	37.6	23.6	25.0	21.5	19.4	17.9	22.8
Under $1.65	29.3	29.8	28.6	7.5	10.7	.6	44.0	46.2	42.0	28.9	31.0	25.5	23.5	22.8	25.1
Under $1.70	32.8	33.5	31.6	9.9	14.1	.7	47.4	49.4	45.6	33.3	35.7	29.3	25.6	25.0	26.7
Under $1.75	36.2	37.6	34.2	13.1	18.2	2.2	50.7	52.8	48.6	37.3	40.6	32.0	27.6	27.3	28.1
Under $1.80	39.6	41.2	37.2	16.0	21.9	3.3	54.1	56.4	52.0	41.0	44.5	35.4	30.3	29.8	31.5
Under $1.85	42.5	44.5	39.7	19.6	26.4	4.9	56.9	58.9	54.9	44.1	47.9	38.0	32.1	32.1	32.1
Under $1.90	45.6	48.0	42.1	22.5	30.3	5.8	60.0	62.2	57.8	47.2	51.2	40.6	35.1	35.3	34.4
Under $1.95	48.2	50.8	44.4	25.2	33.8	7.0	62.2	64.4	60.2	50.0	54.4	42.9	37.6	37.3	38.2
Under $2.00	50.8	53.3	47.2	28.4	37.4	9.4	64.7	66.7	62.9	52.5	56.6	45.9	40.3	39.3	42.4
Under $2.10	56.4	59.3	52.2	35.0	45.1	13.7	69.9	72.4	67.6	57.6	61.8	50.9	47.2	45.3	51.5
Under $2.20	61.1	63.4	57.7	41.1	51.2	19.5	74.2	75.6	72.8	61.6	65.0	56.0	53.0	50.1	59.6
Under $2.30	64.7	66.5	62.1	46.7	56.2	26.5	77.0	77.8	76.2	64.9	67.6	60.6	56.9	53.9	63.7
Under $2.40	68.1	69.5	66.2	50.4	59.6	30.6	80.0	80.4	79.5	68.4	70.3	65.2	61.5	58.0	69.6
Under $2.50	70.8	71.8	69.4	54.1	62.5	36.4	81.9	82.1	81.8	70.7	72.2	68.2	65.9	62.0	74.7
Under $2.60	73.6	74.0	73.0	57.6	64.9	42.2	83.9	83.6	84.2	73.7	74.5	72.3	69.7	66.1	77.9
Under $2.70	75.9	75.8	76.1	60.9	67.3	47.2	85.7	84.6	86.8	75.7	76.1	75.2	72.8	69.0	81.5
Under $2.80	78.3	78.0	78.7	65.1	71.6	51.2	87.3	86.0	88.5	77.9	77.6	78.4	75.5	72.2	83.0
Under $2.90	80.7	79.9	81.9	69.1	74.1	58.5	88.8	87.4	90.1	80.2	79.3	81.6	78.0	74.2	86.7
Under $3.00	82.6	81.6	84.0	72.9	77.0	64.1	89.7	88.4	91.1	82.0	80.9	83.7	79.5	75.9	87.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	588.4	348.2	240.2	118.9	80.9	38.0	201.6	98.3	103.3	219.9	135.7	84.3	47.9	33.4	14.6
Average hourly earnings[1]	$2.19	$2.16	$2.21	$2.54	$2.39	$2.81	$1.95	$1.93	$1.96	$2.19	$2.15	$2.25	$2.35	$2.41	$2.21

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 6. Hourly Earnings: Selected Metropolitan Areas

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings, [1] March 1969)

Average hourly earnings [1]	Northeast					South						
	Boston	Buffalo	New York City	Philadelphia	Scranton	Atlanta	Baltimore	Chattanooga	Dallas	Memphis	Miami	Washington
Under $1.30	-	.3	*	.2	.9	.7	.1	1.2	*	.1	.3	.1
Under $1.35	-	.3	*	.4	4.6	3.0	.3	2.9	1.9	3.0	1.1	.2
Under $1.40	-	.3	*	.5	5.0	4.0	.5	4.0	3.8	4.7	1.4	.2
Under $1.45	-	.3	*	.7	6.2	6.2	.6	4.3	5.9	5.3	3.0	.3
Under $1.50	-	.4	.1	1.0	6.8	8.1	.6	5.2	7.4	5.8	3.5	.4
Under $1.55	.1	.4	.1	1.9	7.6	10.7	2.5	6.5	11.2	6.4	5.9	.6
Under $1.60	.1	.5	.1	2.4	8.3	12.9	3.2	8.1	12.5	7.9	9.0	1.2
Under $1.65	1.2	.9	.2	7.0	14.7	17.1	7.6	11.4	18.5	19.3	13.1	2.8
Under $1.70	1.6	1.2	.2	9.4	18.0	22.5	11.3	16.6	23.7	23.6	18.0	4.4
Under $1.75	2.5	3.3	.2	12.4	20.6	26.8	15.7	19.6	31.7	29.1	25.0	7.6
Under $1.80	3.7	4.9	.3	16.1	25.6	32.3	19.6	23.6	37.1	34.3	28.4	10.6
Under $1.85	5.0	7.4	.3	21.2	29.7	36.1	21.9	27.5	40.9	39.8	32.0	14.8
Under $1.90	6.5	12.4	.5	26.9	32.1	40.2	27.0	32.4	45.6	43.6	37.7	17.4
Under $1.95	8.0	17.0	.5	30.7	36.3	43.9	31.8	36.3	49.1	48.5	39.5	20.1
Under $2.00	9.3	22.3	.5	33.7	38.4	47.5	34.1	38.9	51.5	53.1	41.6	21.7
Under $2.10	14.9	29.0	1.1	41.6	44.5	53.5	42.8	48.4	57.9	59.6	46.9	26.5
Under $2.20	20.9	34.7	1.6	47.9	50.6	58.1	48.8	54.4	62.8	64.5	52.5	31.6
Under $2.30	27.1	40.8	9.6	52.9	53.6	61.5	52.9	60.5	67.1	67.3	55.8	37.1
Under $2.40	32.0	46.0	18.1	57.6	57.2	64.7	57.2	64.0	70.8	69.7	60.0	41.5
Under $2.50	36.6	49.9	25.5	62.2	61.6	67.9	60.6	69.3	73.2	72.5	62.2	46.6
Under $2.60	41.5	55.3	32.4	66.2	64.2	70.4	64.8	74.1	75.6	75.7	65.8	50.2
Under $2.70	46.3	59.7	39.5	69.3	66.3	72.9	68.3	77.9	77.7	79.0	69.0	54.2
Under $2.80	51.5	62.9	46.6	72.7	72.3	74.5	71.4	79.9	79.0	80.7	71.1	57.1
Under $2.90	55.6	66.6	52.8	75.2	76.0	76.3	73.5	82.6	80.5	82.4	72.8	60.6
Under $3.00	59.1	69.7	57.9	77.7	80.2	77.5	75.7	83.9	81.2	84.2	73.8	63.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	46.3	18.4	115.1	60.1	3.0	10.8	26.6	3.1	13.1	9.9	14.3	21.3
Average hourly earnings [1]	$2.92	$2.63	$3.07	$2.44	$2.35	$2.30	$2.48	$2.32	$2.21	$2.25	$2.43	$2.80

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 6. Hourly Earnings: Selected Metropolitan Areas—Continued

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] March 1969)

Average hourly earnings[1]	North Central						West				
	Chicago	Cincinnati	Cleveland	Detroit	Minneapolis–St. Paul	St. Louis	Denver	Los Angeles–Long Beach and Anaheim–Santa Ana–Garden Grove	Portland	San Francisco–Oakland	Seattle–Everett
Under $1.30	.4	-	.1	.1	.1	.3	.2	*	*	.3	-
Under $1.35	.6	.3	.1	.1	.7	1.3	1.1	*	*	.3	-
Under $1.40	.8	.8	.1	.2	1.0	1.7	1.5	.1	.1	.3	-
Under $1.45	1.3	1.2	.3	.8	1.1	1.8	2.0	.1	.2	.3	.1
Under $1.50	1.4	1.8	.5	1.1	1.4	2.7	2.6	.1	.2	.3	.1
Under $1.55	1.8	2.8	.9	1.8	2.0	4.2	4.0	.2	.8	.3	.6
Under $1.60	2.2	3.1	1.1	2.2	2.1	4.8	4.6	.2	.9	.3	.7
Under $1.65	2.8	4.7	2.7	3.1	2.7	6.6	7.0	.4	2.1	.4	1.8
Under $1.70	3.6	6.0	3.5	4.0	3.1	9.7	9.6	2.0	2.3	.5	2.0
Under $1.75	4.8	10.1	6.0	5.6	3.6	14.6	12.1	3.3	2.7	.7	2.6
Under $1.80	6.5	12.8	8.7	7.2	4.9	20.4	16.7	4.5	4.1	.8	3.4
Under $1.85	8.6	18.8	11.5	8.7	5.6	26.1	20.2	6.5	5.7	.8	4.6
Under $1.90	11.4	23.7	14.6	9.7	6.9	30.1	24.0	7.9	11.6	.9	5.5
Under $1.95	13.8	27.1	18.0	12.3	8.9	36.2	28.3	9.9	16.6	1.0	8.0
Under $2.00	16.8	31.4	21.6	14.9	16.3	40.9	31.2	11.6	23.9	1.1	10.3
Under $2.10	24.2	37.3	29.1	21.2	27.6	51.2	37.5	18.6	34.5	1.8	17.4
Under $2.20	32.1	45.5	35.9	27.4	40.2	56.7	43.3	24.9	42.1	2.4	25.7
Under $2.30	39.5	51.3	42.9	34.0	46.1	61.1	49.3	32.2	46.6	4.5	32.3
Under $2.40	45.7	56.8	49.8	39.3	51.0	65.4	54.1	39.0	51.7	11.0	39.7
Under $2.50	51.1	60.2	56.7	43.8	55.9	68.6	57.9	43.7	55.9	16.7	46.7
Under $2.60	55.5	64.9	62.5	48.0	59.8	71.6	61.2	48.5	60.9	24.4	52.2
Under $2.70	59.2	68.7	66.8	52.3	62.7	73.7	63.4	52.2	65.0	31.3	55.8
Under $2.80	62.7	71.3	69.9	55.7	64.5	76.2	65.8	56.6	67.8	37.2	58.8
Under $2.90	65.8	74.0	73.0	59.4	65.8	77.8	66.9	61.8	70.8	42.5	60.6
Under $3.00	67.8	76.9	74.9	62.2	67.1	79.4	67.8	64.9	71.4	47.5	61.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	79.9	14.2	23.6	44.6	25.3	27.9	15.9	71.9	11.5	28.4	8.5
Average hourly earnings[1]	$2.75	$2.50	$2.58	$2.83	$2.75	$2.38	$2.59	$2.88	$2.62	$3.30	$2.84

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 7. Hourly Earnings: Short-Term Hospitals, by Type of Ownership, United States and Regions

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] March 1969)

Average hourly earnings[1]	United States			Northeast			South			North Central			West		
	Hospitals—														
	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government
Under $1.30	.3	.2	.5	.1	.1	*	.6	.5	.8	.3	.2	.6	.1	*	.1
Under $1.35	3.4	2.8	5.4	.3	.3	*	8.6	7.6	11.0	2.4	2.2	3.2	1.7	1.6	2.2
Under $1.40	5.0	4.1	8.4	.4	.5	*	13.0	11.5	16.5	3.6	3.2	5.3	2.5	2.1	3.7
Under $1.45	7.1	5.8	11.9	.8	.9	*	17.8	15.6	22.9	5.6	4.9	8.3	3.2	2.7	4.9
Under $1.50	8.6	7.2	14.2	1.0	1.1	*	20.9	18.4	27.0	7.2	6.4	10.5	3.9	3.4	5.7
Under $1.55	11.0	9.4	16.9	1.8	2.1	.1	25.3	22.6	31.5	9.8	8.9	13.1	5.1	4.6	6.6
Under $1.60	12.9	11.1	19.9	2.6	2.9	.2	29.1	25.7	37.0	11.8	10.7	16.2	5.9	5.6	7.0
Under $1.65	16.1	14.3	22.9	4.8	5.4	.7	34.1	31.0	41.4	15.1	13.9	19.6	7.5	7.2	8.2
Under $1.70	18.6	16.8	25.4	6.3	7.1	.8	37.6	34.2	45.5	18.0	16.9	22.1	9.2	9.1	9.4
Under $1.75	21.6	20.0	27.6	8.6	9.6	1.3	41.6	38.5	48.7	21.6	20.7	24.7	10.6	10.7	10.3
Under $1.80	24.7	23.2	30.3	11.4	12.6	2.3	45.3	42.5	51.7	24.9	24.0	28.3	12.5	12.7	11.7
Under $1.85	27.6	26.3	32.5	14.0	15.5	3.2	48.4	45.8	54.6	28.1	27.3	30.8	14.9	15.3	13.4
Under $1.90	30.6	29.5	34.8	16.7	18.4	4.3	52.0	49.6	57.6	31.1	30.6	33.1	17.2	17.9	15.0
Under $1.95	33.4	32.5	36.9	19.5	21.4	5.4	54.4	52.1	59.9	34.5	34.2	35.6	19.6	20.5	16.7
Under $2.00	36.0	35.2	39.0	22.1	24.2	6.9	56.8	54.5	62.1	37.6	37.4	38.1	21.7	22.5	18.7
Under $2.10	42.0	41.6	43.6	28.0	30.4	10.7	61.8	59.9	66.4	44.3	44.5	43.4	27.9	29.1	23.7
Under $2.20	47.2	47.0	48.0	33.2	36.0	13.4	66.2	64.4	70.5	49.9	50.3	48.2	33.6	34.9	29.0
Under $2.30	52.0	52.0	51.9	39.2	41.9	19.7	69.3	67.6	73.1	54.8	55.5	52.0	39.1	40.6	34.1
Under $2.40	56.5	56.7	55.8	44.9	47.6	25.1	72.3	70.8	75.8	58.9	59.7	55.9	45.1	46.8	39.2
Under $2.50	60.3	60.5	59.8	49.6	52.0	31.5	74.9	73.5	78.3	62.5	63.1	59.8	49.7	51.2	44.7
Under $2.60	63.9	64.1	63.5	53.9	56.3	36.8	77.3	76.0	80.4	65.8	66.3	64.1	54.7	56.3	49.4
Under $2.70	66.7	66.8	66.7	57.6	59.6	43.1	79.2	77.9	82.0	68.3	68.7	66.9	58.4	59.7	53.8
Under $2.80	69.6	69.5	70.3	61.8	63.3	51.4	80.9	79.6	83.8	70.7	70.9	70.0	61.9	63.1	58.0
Under $2.90	72.1	71.8	73.5	65.0	66.1	57.2	82.7	81.4	85.6	72.9	72.9	72.8	64.9	65.5	62.8
Under $3.00	74.1	73.7	76.0	67.9	68.8	61.6	83.8	82.5	86.7	74.7	74.6	75.2	67.4	67.6	66.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	1,771.2	1,398.6	372.6	488.1	429.1	59.0	464.6	326.1	138.5	560.7	444.6	116.1	257.8	198.8	59.0
Average hourly earnings[1]	$2.46	$2.47	$2.42	$2.68	$2.65	$2.90	$2.12	$2.16	$2.03	$2.44	$2.44	$2.45	$2.73	$2.70	$2.81

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 8. Hourly Earnings: Long-Term Hospitals, by Type of Ownership, United States and Regions

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] March 1969)

Average hourly earnings[1]	United States			Northeast			South			North Central			West		
	Hospitals—														
	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government
Under $1.30	1.0	.3	1.1	.1	.4	.1	3.1	–	3.6	.4	.4	.4	.1	.4	–
Under $1.35	2.1	3.8	1.7	.2	.4	.1	6.3	8.6	5.8	1.6	8.2	.6	.5	.5	.5
Under $1.40	2.6	5.4	2.0	.2	.4	.1	7.8	14.3	6.5	2.1	9.1	1.0	.6	.5	.6
Under $1.45	3.7	8.9	2.6	1.4	6.6	.2	9.1	16.5	7.7	2.9	11.1	1.7	.6	.8	.6
Under $1.50	4.5	10.2	3.4	1.5	7.3	.2	11.7	19.7	10.2	3.3	11.4	2.1	1.3	1.8	1.1
Under $1.55	5.5	13.1	4.0	1.9	8.4	.3	13.9	26.8	11.4	4.4	14.6	2.9	2.0	2.8	1.7
Under $1.60	6.6	14.2	5.1	2.0	9.1	.3	17.1	29.2	14.8	5.2	15.4	3.6	2.2	3.5	1.8
Under $1.65	8.3	17.1	6.5	3.0	11.1	1.1	20.1	33.8	17.5	7.0	18.9	5.2	3.0	5.5	2.3
Under $1.70	11.2	21.4	9.1	3.5	13.7	1.1	26.9	40.9	24.3	10.1	22.2	8.2	5.1	11.8	3.1
Under $1.75	13.0	24.8	10.6	4.6	16.2	2.0	30.3	45.3	27.5	11.8	26.3	9.5	5.9	15.1	3.2
Under $1.80	15.2	28.0	12.6	5.4	18.5	2.4	34.5	48.1	31.9	14.0	31.2	11.3	8.3	19.4	5.1
Under $1.85	18.9	31.8	16.3	7.2	22.0	3.8	41.9	51.0	40.2	18.0	36.0	15.3	9.4	23.9	5.2
Under $1.90	21.0	35.1	18.1	8.0	24.4	4.2	46.0	54.4	44.4	20.3	40.5	17.2	11.2	27.9	6.2
Under $1.95	23.4	38.3	20.3	9.5	28.0	5.2	50.2	58.5	48.6	22.7	42.5	19.6	12.2	30.4	6.8
Under $2.00	26.0	41.4	22.8	11.0	31.0	6.3	54.2	60.1	53.1	26.2	47.4	22.9	14.2	34.2	8.3
Under $2.10	31.5	48.7	27.9	15.0	37.8	9.7	62.1	68.9	60.8	32.1	54.3	28.6	18.1	40.6	11.5
Under $2.20	37.0	53.4	33.6	19.5	42.5	14.2	69.0	74.9	67.9	38.8	59.3	35.6	21.2	43.2	14.7
Under $2.30	43.3	58.2	40.2	27.0	48.3	22.1	73.9	77.5	73.3	45.1	63.8	42.2	26.1	48.5	19.5
Under $2.40	48.4	62.3	45.6	32.2	54.1	27.2	77.6	80.2	77.2	51.9	65.2	49.8	30.9	53.9	24.2
Under $2.50	53.2	67.4	50.3	38.1	61.8	32.7	80.8	82.4	80.5	56.9	69.2	54.9	35.2	57.5	28.6
Under $2.60	58.2	70.2	55.7	43.4	65.0	38.4	83.5	83.9	83.5	62.7	71.0	61.4	42.2	62.6	36.2
Under $2.70	62.9	74.4	60.5	48.9	70.5	43.9	87.2	85.6	87.5	67.6	74.6	66.5	46.3	67.8	40.0
Under $2.80	67.1	76.6	65.1	53.8	72.8	49.4	88.9	86.5	89.3	72.2	76.7	71.5	52.6	71.9	47.0
Under $2.90	71.7	79.9	70.1	60.6	77.2	56.8	90.3	88.0	90.7	76.2	80.3	75.6	58.5	74.1	54.0
Under $3.00	75.8	81.4	74.7	67.2	79.0	64.4	91.8	88.8	92.4	79.2	82.8	78.7	62.0	74.9	58.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	297.4	51.0	246.5	115.3	21.6	93.7	75.3	11.9	63.3	73.5	9.8	63.7	33.3	7.6	25.7
Average hourly earnings[1]	$2.54	$2.34	$2.58	$2.76	$2.49	$2.82	$2.08	$1.98	$2.09	$2.52	$2.33	$2.55	$2.87	$2.50	$2.98

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 9. Hourly Earnings: Men and Women, United States and Regions

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] March 1969)

Average hourly earnings[1]	United States		Northeast		South		North Central		West	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under $1.30	.4	.4	.1	.1	1.0	.9	.3	.3	*	.1
Under $1.35	2.8	3.3	.3	.3	7.9	8.3	1.6	2.5	1.2	1.6
Under $1.40	3.7	4.9	.3	.4	10.5	12.7	2.2	3.7	1.8	2.4
Under $1.45	5.1	7.0	.9	.9	14.3	17.1	3.0	5.7	2.3	3.1
Under $1.50	6.2	8.5	1.0	1.2	17.4	20.2	3.6	7.4	2.8	3.8
Under $1.55	8.3	10.6	1.6	1.9	22.2	24.0	5.3	9.8	4.0	4.9
Under $1.60	9.9	12.5	2.3	2.5	26.1	27.7	6.3	11.9	4.4	5.8
Under $1.65	12.6	15.6	4.0	4.6	31.7	32.2	8.3	15.2	5.5	7.3
Under $1.70	14.8	18.2	5.2	5.9	36.0	36.1	10.0	18.4	7.1	9.1
Under $1.75	17.3	21.1	6.8	8.1	40.3	39.9	12.8	21.8	8.2	10.5
Under $1.80	20.2	24.1	9.1	10.6	44.8	43.5	15.0	25.2	10.3	12.4
Under $1.85	23.1	27.1	11.3	13.1	49.2	47.1	17.7	28.5	12.9	14.6
Under $1.90	25.8	30.0	13.4	15.5	53.3	50.6	20.2	31.6	14.7	16.9
Under $1.95	28.2	32.8	15.4	18.2	56.3	53.2	22.8	34.9	16.5	19.3
Under $2.00	30.7	35.5	17.4	20.7	59.6	55.7	25.6	38.2	18.6	21.3
Under $2.10	36.4	41.4	22.7	26.3	64.8	61.2	32.5	44.7	24.0	27.4
Under $2.20	41.7	46.7	27.5	31.5	69.5	65.9	38.6	50.4	29.8	32.7
Under $2.30	47.4	51.5	34.7	37.5	72.8	69.2	44.6	55.3	35.7	38.0
Under $2.40	52.4	56.1	41.0	42.9	75.5	72.5	49.7	59.6	41.7	43.9
Under $2.50	57.0	59.8	46.3	47.7	78.2	75.2	54.5	63.1	47.8	48.1
Under $2.60	61.8	63.4	51.6	52.0	80.8	77.6	59.7	66.5	54.8	52.9
Under $2.70	65.5	66.3	56.2	55.8	83.3	79.6	63.7	69.0	58.6	56.6
Under $2.80	69.3	69.3	61.1	60.1	84.9	81.3	67.8	71.4	62.8	60.4
Under $2.90	72.8	71.9	65.9	63.7	86.9	83.0	71.2	73.6	65.9	63.8
Under $3.00	75.8	74.1	70.4	67.0	88.2	84.1	73.8	75.5	69.1	66.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	389.6	1,679.0	137.0	466.4	102.9	437.0	96.6	537.6	53.1	238.0
Average hourly earnings[1]	$2.55	$2.45	$2.72	$2.69	$2.10	$2.11	$2.66	$2.41	$2.78	$2.74

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 10. Hourly Earnings: Selected Occupational Groups by Sex, Non-Federal Hospitals

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] United States, March 1969)

Average hourly earnings[1]	Kitchen helpers			Laundry workers			Maids and porters			Nursing aids		
	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women
Under $1.30	.8	.9	.8	.4	.2	.5	.6	.4	.7	.3	.3	.3
Under $1.35	10.2	6.3	11.1	5.2	2.8	5.9	8.3	5.6	10.0	5.2	3.6	5.4
Under $1.40	14.6	8.7	16.0	8.0	3.3	9.5	11.9	7.3	14.7	8.4	5.3	8.8
Under $1.45	19.3	11.8	21.0	10.9	5.2	12.6	15.3	9.7	18.8	13.0	8.2	13.7
Under $1.50	22.4	14.0	24.3	13.5	6.5	15.6	18.4	12.1	22.3	16.3	10.3	17.1
Under $1.55	27.0	17.5	29.2	17.4	9.2	19.8	22.7	16.6	26.5	20.7	13.9	21.6
Under $1.60	31.0	21.2	33.2	21.4	11.8	24.2	26.1	19.3	30.2	24.4	16.1	25.5
Under $1.65	39.0	29.0	41.2	27.7	16.4	31.1	32.0	24.0	36.9	29.4	19.9	30.6
Under $1.70	44.6	34.2	47.0	32.5	21.3	35.8	36.1	27.4	41.4	33.9	22.6	35.4
Under $1.75	49.8	39.2	52.2	38.1	26.4	41.6	41.2	31.2	47.2	39.2	27.4	40.8
Under $1.80	55.0	45.1	57.2	42.8	31.1	46.3	46.2	35.5	52.8	43.9	31.5	45.6
Under $1.85	60.3	50.0	62.6	48.3	35.9	52.0	51.3	40.3	58.0	49.0	37.0	50.6
Under $1.90	64.4	53.8	66.8	53.0	39.4	57.0	55.6	44.3	62.4	53.6	41.4	55.2
Under $1.95	68.0	56.2	70.7	57.8	44.8	61.6	59.4	48.2	66.3	57.9	44.9	59.6
Under $2.00	71.9	59.8	74.7	62.2	48.0	66.4	63.5	52.4	70.3	61.8	48.9	63.6
Under $2.10	77.9	65.9	80.7	69.9	54.2	74.5	71.1	61.0	77.2	70.0	57.6	71.7
Under $2.20	82.3	71.2	84.9	76.2	60.5	80.8	76.3	67.0	82.1	76.4	65.8	77.8
Under $2.30	87.6	78.3	89.7	81.1	67.1	85.3	82.3	74.2	87.2	81.7	72.4	83.0
Under $2.40	91.4	84.4	93.0	85.4	72.1	89.4	86.8	80.6	90.6	86.2	78.7	87.2
Under $2.50	93.6	89.1	94.6	88.4	77.6	91.5	90.1	85.4	93.0	89.8	83.3	90.7
Under $2.60	95.3	91.6	96.1	91.6	82.2	94.4	92.8	89.7	94.7	92.3	87.2	92.9
Under $2.70	96.3	93.0	97.1	94.1	87.1	96.2	94.6	92.2	96.1	94.1	89.6	94.7
Under $2.80	98.1	95.6	98.6	96.0	89.6	97.8	96.6	94.6	97.9	95.6	92.3	96.0
Under $2.90	99.0	97.5	99.4	96.6	91.5	98.1	97.9	96.1	99.1	96.8	94.0	97.2
Under $3.00	99.3	98.0	99.6	97.5	93.7	98.7	99.0	97.8	99.7	97.8	95.3	98.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	135.4	25.2	110.2	48.8	11.2	37.6	157.3	59.7	97.6	382.0	45.5	336.5
Average hourly earnings[1]	$1.83	$1.97	$1.80	$1.95	$2.13	$1.89	$1.90	$2.02	$1.83	$1.93	$2.07	$1.91

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 10. Hourly Earnings: Selected Occupational Groups by Sex, Non-Federal Hospitals—Continued

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] United States, March 1969)

Average hourly earnings[1]	Office clerical employees			Practical nurses			General duty registered nurses		
	All	Men	Women	All	Men	Women	All	Men	Women
Under $1.30	.2	*	.2	.1	*	.1	*	-	*
Under $1.35	1.1	.9	1.1	.1	*	.2	*	-	*
Under $1.40	1.7	1.4	1.7	.3	.1	.3	*	-	*
Under $1.45	2.6	1.9	2.6	.4	.1	.4	*	-	*
Under $1.50	3.3	2.1	3.3	.5	.1	.5	*	-	*
Under $1.55	4.8	3.8	4.8	.8	.2	.8	.1	-	.1
Under $1.60	6.3	5.0	6.4	1.2	.4	1.2	.1	-	.1
Under $1.65	8.6	7.1	8.7	2.3	.4	2.3	.1	-	.1
Under $1.70	11.1	9.0	11.2	3.0	.7	3.0	.1	-	.1
Under $1.75	14.0	10.7	14.2	3.7	1.1	3.8	.1	-	.1
Under $1.80	17.5	13.5	17.7	5.1	1.3	5.2	.1	-	.1
Under $1.85	21.0	15.4	21.3	5.9	1.3	6.0	.1	-	.1
Under $1.90	24.7	17.9	25.1	7.6	1.3	7.8	.1	-	.1
Under $1.95	28.7	20.6	29.1	9.3	2.3	9.4	.1	-	.1
Under $2.00	32.0	23.1	32.5	11.0	3.9	11.2	.1	-	.1
Under $2.10	41.3	30.3	41.9	16.4	6.4	16.7	.1	-	.1
Under $2.20	49.7	35.1	50.4	23.6	10.9	23.9	.2	-	.2
Under $2.30	57.2	41.5	58.0	30.8	18.1	31.1	.3	-	.3
Under $2.40	64.0	46.4	64.9	40.7	27.4	41.1	.5	-	.5
Under $2.50	69.8	51.5	70.8	50.0	36.9	50.3	.6	.2	.6
Under $2.60	75.6	56.8	76.6	58.3	44.3	58.7	1.2	.2	1.2
Under $2.70	80.0	61.4	81.0	66.1	49.0	66.5	1.8	1.4	1.8
Under $2.80	83.7	66.7	84.6	73.0	56.4	73.4	3.8	3.0	3.8
Under $2.90	86.8	69.9	87.7	78.5	63.7	78.8	6.4	4.4	6.4
Under $3.00	89.5	74.1	90.3	83.0	69.2	83.3	8.8	6.0	8.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	298.1	14.7	283.5	182.1	4.1	178.0	301.1	1.8	299.4
Average hourly earnings[1]	$2.30	$2.66	$2.29	$2.54	$2.79	$2.53	$3.63	$3.76	$3.63

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 11. Hourly Earnings: Selected Occupational Groups by Sex, Nongovernment Hospitals

(Nongovernment hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] United States, March 1969)

Average hourly earnings[1]	Kitchen helpers			Laundry workers			Maids and porters			Nursing aids		
	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women
Under $1.30	.6	.7	.6	.4	.3	.4	.3	.1	.5	.3	.2	.4
Under $1.35	10.1	7.1	10.8	4.5	3.6	4.7	7.4	4.7	8.9	4.5	2.0	4.8
Under $1.40	14.3	10.0	15.3	7.2	4.0	8.1	10.5	6.4	12.9	7.2	3.0	7.7
Under $1.45	18.8	13.0	20.0	9.8	5.9	10.9	13.6	8.7	16.4	11.3	5.7	12.0
Under $1.50	21.6	14.8	23.0	12.0	7.3	13.3	16.3	10.8	19.5	14.3	7.4	15.1
Under $1.55	26.6	18.1	28.4	16.4	9.8	18.4	20.9	15.3	24.1	18.7	11.0	19.6
Under $1.60	30.6	22.3	32.4	20.1	12.3	22.3	23.9	17.9	27.4	22.1	13.0	23.3
Under $1.65	39.5	30.4	41.4	27.0	17.4	29.9	30.5	23.0	34.9	27.5	17.0	28.7
Under $1.70	45.3	35.6	47.4	32.2	23.9	34.6	34.8	26.5	39.7	32.2	20.1	33.7
Under $1.75	51.5	40.9	53.8	38.1	28.8	40.8	40.7	30.5	46.7	38.4	26.1	39.9
Under $1.80	57.5	48.2	59.5	43.5	34.5	46.1	46.6	35.7	53.0	43.8	31.5	45.3
Under $1.85	63.4	53.6	65.5	49.3	40.0	52.1	52.2	40.7	58.9	49.1	37.2	50.5
Under $1.90	68.1	58.7	70.1	54.8	44.8	57.7	57.3	45.5	64.3	54.6	42.9	56.0
Under $1.95	72.2	61.5	74.5	60.9	52.0	63.5	62.0	50.1	69.0	59.4	47.1	60.9
Under $2.00	76.3	65.8	78.5	65.9	54.4	69.2	66.8	54.9	73.8	63.7	51.5	65.2
Under $2.10	82.8	72.4	85.0	74.2	60.5	78.3	75.4	64.7	81.7	72.6	61.5	74.0
Under $2.20	87.6	78.6	89.5	81.0	67.5	85.0	81.1	71.4	86.8	79.6	70.5	80.7
Under $2.30	91.8	84.7	93.3	85.8	74.5	89.1	86.8	78.9	91.4	85.4	78.6	86.3
Under $2.40	95.3	90.1	96.4	89.6	79.0	92.7	91.8	86.4	95.0	89.9	84.3	90.6
Under $2.50	96.9	93.3	97.7	92.5	84.9	94.7	94.8	91.1	96.9	93.4	88.8	94.0
Under $2.60	98.3	96.0	98.7	95.0	89.4	96.7	96.8	94.9	98.0	95.6	92.7	96.0
Under $2.70	98.9	97.1	99.3	96.7	92.6	.9	98.2	96.9	99.0	97.2	94.8	97.5
Under $2.80	99.3	98.1	99.6	98.0	94.2	99.1	98.9	97.8	99.5	98.3	97.0	98.4
Under $2.90	99.7	99.2	99.8	98.5	95.9	99.3	99.2	98.4	99.7	98.9	98.3	99.0
Under $3.00	99.8	99.4	99.9	98.9	96.7	99.5	99.5	98.9	99.8	99.4	99.0	99.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	95.5	16.8	78.7	33.5	7.6	25.9	112.1	41.5	70.6	275.5	30.0	245.6
Average hourly earnings[1]	$1.79	$1.90	$1.76	$1.90	$2.05	$1.86	$1.86	$1.98	$1.80	$1.90	$2.01	$1.88

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 11. Hourly Earnings: Selected Occupational Groups by Sex, Nongovernment Hospitals—Continued

(Nongovernment hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] United States, March 1969)

Average hourly earnings[1]	Office clerical employees			Practical nurses			General duty registered nurses		
	All	Men	Women	All	Men	Women	All	Men	Women
Under $1.30	.1	.1	.1	.1	-	.1	*	-	*
Under $1.35	1.0	1.1	1.0	.1	-	.1	*	-	*
Under $1.40	1.5	1.5	1.5	.3	-	.3	*	-	*
Under $1.45	2.3	2.1	2.3	.3	-	.4	*	-	*
Under $1.50	2.9	2.1	2.9	.5	-	.5	*	-	*
Under $1.55	4.4	3.9	4.4	.9	-	.9	*	-	*
Under $1.60	5.5	4.6	5.5	1.2	.4	1.2	*	-	*
Under $1.65	7.9	6.7	7.9	2.3	.4	2.3	*	-	*
Under $1.70	10.1	8.7	10.1	3.1	.8	3.2	*	-	*
Under $1.75	13.0	10.4	13.2	3.8	1.3	3.9	*	-	*
Under $1.80	16.6	12.9	16.8	5.1	1.6	5.1	*	-	*
Under $1.85	20.1	14.9	20.4	5.9	1.6	6.0	*	-	*
Under $1.90	24.0	17.7	24.3	7.4	1.6	7.5	.1	-	.1
Under $1.95	28.2	20.5	28.7	9.0	2.7	9.2	.1	-	.1
Under $2.00	31.7	23.2	32.2	10.6	5.1	10.7	.1	-	.1
Under $2.10	41.9	31.6	42.4	15.5	7.7	15.7	.1	-	.1
Under $2.20	50.3	36.4	51.1	22.6	13.7	22.8	.2	-	.2
Under $2.30	58.6	42.7	59.4	30.1	23.0	30.3	.3	-	.3
Under $2.40	65.9	47.9	66.8	40.8	34.6	40.9	.5	-	.5
Under $2.50	71.7	52.0	72.7	50.5	45.7	50.6	.6	-	.6
Under $2.60	77.5	57.9	78.5	59.6	55.4	59.7	1.1	-	1.1
Under $2.70	81.7	62.2	82.7	67.8	60.6	68.0	1.5	.8	1.5
Under $2.80	85.5	68.2	86.4	75.1	66.8	75.2	3.4	3.0	3.4
Under $2.90	88.6	71.6	89.5	80.7	74.0	80.8	5.5	3.0	5.5
Under $3.00	90.9	75.4	91.7	85.4	79.2	85.5	7.9	4.9	7.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	219.6	11.0	208.6	134.8	2.8	132.0	245.9	1.2	244.6
Average hourly earnings[1]	$2.29	$2.65	$2.27	$2.52	$2.65	$2.52	$3.63	$3.73	$3.63

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 12. Hourly Earnings: Selected Occupational Groups by Sex, State and Local Government Hospitals

(State and local government hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] United States, March 1969)

Average hourly earnings[1]	Kitchen helpers			Laundry workers			Maids and porters			Nursing aids		
	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women
Under $1.30	1.3	1.7	1.3	.4	-	.6	1.1	.9	1.3	.3	.6	.2
Under $1.35	10.4	4.8	11.9	6.8	1.2	8.5	10.7	7.5	12.8	7.1	6.7	7.1
Under $1.40	15.3	6.2	17.8	10.0	1.7	12.5	15.4	9.2	19.6	11.6	9.7	11.9
Under $1.45	20.4	9.4	23.3	13.2	3.6	16.1	19.7	11.9	24.9	17.5	12.9	18.2
Under $1.50	24.4	12.3	27.6	16.8	4.9	20.5	23.8	15.2	29.6	21.5	16.0	22.5
Under $1.55	28.0	16.4	31.2	19.5	7.9	23.1	27.3	19.4	32.7	25.8	19.4	26.9
Under $1.60	32.0	19.1	35.4	24.2	10.8	28.3	31.4	22.6	37.3	30.1	22.1	31.5
Under $1.65	37.8	26.2	40.9	29.2	14.5	33.7	35.7	26.2	42.2	34.3	25.5	35.8
Under $1.70	43.0	31.5	46.1	33.1	15.9	38.4	39.3	29.7	45.8	38.3	27.5	40.1
Under $1.75	45.6	36.0	48.2	38.1	21.4	43.3	42.4	32.9	48.8	41.2	29.8	43.2
Under $1.80	49.0	39.0	51.7	41.4	24.0	46.8	45.3	35.0	52.2	44.4	31.5	46.6
Under $1.85	52.8	42.8	55.5	46.1	27.2	51.9	49.1	39.4	55.6	48.8	36.6	50.9
Under $1.90	55.7	44.2	58.7	49.0	28.0	55.5	51.2	41.7	57.6	50.9	38.5	53.1
Under $1.95	57.9	45.6	61.2	51.0	29.7	57.5	53.1	43.9	59.3	54.0	40.5	56.2
Under $2.00	61.5	47.8	65.2	54.1	34.4	60.2	55.4	46.8	61.3	57.0	43.8	59.3
Under $2.10	66.3	53.0	69.8	60.4	41.1	66.3	60.3	52.5	65.6	63.2	50.3	65.4
Under $2.20	69.7	56.3	73.3	65.6	45.8	71.7	64.4	56.8	69.6	68.1	56.9	70.0
Under $2.30	77.5	65.5	80.7	70.9	51.5	76.9	71.1	63.4	76.3	72.0	60.5	74.0
Under $2.40	82.1	72.9	84.6	76.3	57.4	82.1	74.3	67.5	78.9	76.4	67.9	77.8
Under $2.50	85.6	80.6	87.0	79.4	62.5	84.6	78.4	72.2	82.6	80.5	72.8	81.8
Under $2.60	88.2	82.9	89.7	84.2	67.0	89.5	82.7	77.8	86.0	83.5	76.7	84.7
Under $2.70	90.2	84.8	91.7	88.5	75.4	92.6	85.6	81.5	88.4	86.0	79.6	87.1
Under $2.80	95.0	90.8	96.2	91.5	80.0	95.1	91.1	87.2	93.7	88.6	83.2	89.5
Under $2.90	97.4	94.0	98.3	92.4	82.4	95.5	94.7	90.8	97.4	91.3	85.7	92.2
Under $3.00	98.1	95.1	98.9	94.6	87.4	96.8	97.7	95.3	99.4	93.6	88.2	94.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	39.9	8.4	31.5	15.3	3.6	11.7	45.2	18.3	27.0	106.5	15.6	90.9
Average hourly earnings[1]	$1.93	$2.09	$1.89	$2.04	$2.29	$1.96	$1.99	$2.11	$1.91	$2.02	$2.17	$1.99

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 12. Hourly Earnings: Selected Occupational Groups by Sex, State and Local Government Hospitals—Continued

(State and local government hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] United States, March 1969)

Average hourly earnings[1]	Office clerical employees			Practical nurses			General duty registered nurses		
	All	Men	Women	All	Men	Women	All	Men	Women
Under $1.30	.3	-	.3	.2	.1	.2	.2	-	.2
Under $1.35	1.4	.4	1.4	.2	.1	.2	.2	-	.2
Under $1.40	2.1	1.0	2.2	.3	.3	.3	.2	-	.2
Under $1.45	3.3	1.2	3.4	.5	.4	.5	.2	-	.2
Under $1.50	4.3	2.1	4.4	.5	.4	.5	.2	-	.2
Under $1.55	6.0	3.5	6.1	.6	.6	.6	.2	-	.2
Under $1.60	8.6	6.1	8.7	1.0	.6	1.0	.2	-	.2
Under $1.65	10.8	8.0	10.9	2.3	.6	2.3	.2	-	.2
Under $1.70	14.0	10.0	14.2	2.5	.6	2.6	.2	-	.2
Under $1.75	16.7	11.7	16.9	3.4	.6	3.4	.2	-	.2
Under $1.80	20.0	15.1	20.2	5.3	.6	5.4	.2	-	.2
Under $1.85	23.4	16.8	23.8	6.1	.6	6.2	.2	-	.2
Under $1.90	26.7	18.6	27.1	8.4	.6	8.6	.2	-	.2
Under $1.95	30.0	20.9	30.4	10.0	1.3	10.2	.2	-	.2
Under $2.00	32.9	22.6	33.4	12.3	1.3	12.6	.2	-	.2
Under $2.10	39.6	26.4	40.3	18.9	3.9	19.4	.2	-	.2
Under $2.20	47.9	31.2	48.7	26.3	5.2	27.0	.3	-	.3
Under $2.30	53.5	38.1	54.2	32.9	8.1	33.6	.4	-	.4
Under $2.40	53.8	41.8	59.6	40.6	12.6	41.4	.5	-	.5
Under $2.50	64.5	50.1	65.2	48.8	19.0	49.7	.8	.8	.8
Under $2.60	70.5	53.5	71.3	54.7	21.7	55.7	1.7	.8	1.7
Under $2.70	75.3	58.8	76.1	61.2	25.1	62.3	2.8	2.7	2.8
Under $2.80	78.8	62.4	79.6	67.0	35.2	67.9	5.5	2.7	5.6
Under $2.90	81.9	64.7	82.8	72.1	42.5	73.0	10.0	7.8	10.0
Under $3.00	85.6	70.3	86.4	76.2	48.9	77.0	12.6	8.6	12.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	78.6	3.7	74.9	47.3	1.4	46.0	55.3	.5	54.8
Average hourly earnings[1]	$2.34	$2.68	$2.33	$2.59	$3.06	$2.58	$3.63	$3.87	$3.62

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 13. Weekly Hours of Work: By Type of Ownership, United States and Regions

(Non-Federal hospitals: Percent distribution of nonsupervisory employees by weekly hours of work, March 1969)

Weekly hours of work	United States				Northeast				South			
	Hospitals—											
	Non-Federal	Nongovernment		State and local government	Non-Federal	Nongovernment		State and local government	Non-Federal	Nongovernment		State and local government
		Total	Private nonprofit			Total	Private nonprofit			Total	Private nonprofit	
Under 15	5.6	6.6	6.6	3.3	5.8	7.3	7.2	1.5	3.6	4.2	4.2	2.4
15 and under 35	17.7	20.7	20.8	10.6	18.1	22.1	22.0	6.3	13.6	15.8	15.8	9.8
35 and under 40	12.7	14.0	14.1	9.8	20.9	22.1	21.7	17.2	9.7	10.5	10.2	8.3
40	54.0	47.8	47.6	68.4	47.3	39.3	39.8	71.0	60.8	56.6	57.5	67.7
Over 40 and including 44	6.5	7.2	7.2	4.8	4.5	5.4	5.5	1.8	7.4	7.8	7.4	6.7
Over 44 and including 48	2.3	2.4	2.4	1.9	2.2	2.3	2.3	1.7	2.9	3.0	3.0	2.8
Over 48	1.3	1.4	1.4	1.1	1.2	1.4	1.4	.6	2.1	1.9	1.9	2.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	2068.6	1449.5	1346.9	619.1	603.4	450.7	434.5	152.7	539.9	338.0	295.7	201.9
Average weekly hours	35.5	34.7	34.7	37.3	35.0	33.9	34.0	38.0	37.2	36.6	36.6	38.2

Weekly hours of work	North Central				West			
	Non-Federal	Nongovernment		State and local government	Non-Federal	Nongovernment		State and local government
		Total	Private nonprofit			Total	Private nonprofit	
Under 15	7.6	8.3	8.2	5.9	4.6	5.1	5.2	3.3
15 and under 35	21.2	23.7	23.7	14.9	16.7	18.9	18.8	11.2
35 and under 40	10.4	11.8	12.0	6.8	6.4	6.5	6.8	6.4
40	49.8	44.0	44.0	64.3	64.4	60.3	59.5	74.1
Over 40 and including 44	7.9	8.7	8.7	6.0	5.9	6.9	7.4	3.4
Over 44 and including 48	2.1	2.2	2.2	1.6	1.6	1.8	1.7	1.1
Over 48	1.1	1.3	1.3	.6	.5	.6	.6	.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	634.2	454.5	444.3	179.8	291.1	206.3	172.4	84.8
Average weekly hours	34.3	33.7	33.8	35.8	35.8	35.3	35.3	37.1

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 14. Weekly Hours of Work: Metropolitan Areas, by Type of Ownership, United States and Regions

(Non-Federal hospitals: Percent distribution of nonsupervisory employees by weekly hours of work, March 1969)

Weekly hours of work	United States			Northeast			South			North Central			West		
	Hospitals—														
	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government
Under 15	5.4	6.4	2.4	5.9	7.3	1.5	3.6	4.3	1.9	7.0	8.0	3.8	4.0	4.6	2.4
15 and under 35	17.2	20.1	8.9	18.2	21.7	6.6	14.5	16.6	9.4	19.3	21.8	10.7	15.6	18.0	9.7
35 and under 40	13.8	15.0	10.3	22.5	24.0	17.7	10.7	11.7	8.0	10.8	11.7	7.5	5.8	6.1	5.2
40	54.0	47.9	71.8	45.6	38.0	70.2	59.5	55.2	70.1	51.4	46.0	69.6	67.3	62.3	79.5
Over 40 and including 44	6.1	6.8	3.9	4.3	5.1	1.8	6.8	7.4	5.2	8.0	8.5	6.3	5.3	6.6	2.2
Over 44 and including 48	2.2	2.4	1.7	2.2	2.4	1.5	3.0	3.0	2.9	2.2	2.4	1.6	1.4	1.7	.7
Over 48	1.3	1.4	1.0	1.3	1.5	.6	2.0	1.9	2.5	1.3	1.5	.6	.5	.6	.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	1480.3	1101.3	378.9	484.5	369.8	114.7	338.3	239.7	98.6	414.3	318.8	95.5	243.2	173.0	70.2
Average weekly hours	35.6	34.8	37.8	34.9	33.9	37.8	37.0	36.4	38.5	34.8	34.1	37.2	36.2	35.6	37.5

NOTE: Because of rounding, sums of individual items may not equal totals.

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Table 15. Weekly Hours of Work: Nonmetropolitan Areas, by Type of Ownership, United States and Regions

(Non-Federal hospitals: Percent distribution of nonsupervisory employees by weekly hours of work, March 1969)

Weekly hours of work	United States			Northeast			South			North Central			West		
	Hospitals—														
	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government
Under 15	6.1	7.1	4.8	5.4	7.4	1.2	3.5	4.2	2.9	8.6	8.8	8.3	7.3	7.3	7.5
15 and under 35	18.8	22.5	13.3	17.7	23.5	5.4	12.0	14.0	10.2	24.8	28.0	19.7	21.9	23.3	18.7
35 and under 40	10.0	10.7	9.0	14.1	13.3	15.8	8.1	7.6	8.6	9.7	12.0	6.0	9.6	8.5	12.2
40	54.0	47.7	63.0	54.4	45.6	73.2	62.8	60.2	65.3	46.6	39.4	58.2	49.4	49.9	48.2
Over 40 and including 44	7.5	8.4	6.3	5.2	6.8	1.8	8.4	8.8	8.1	7.7	9.1	5.6	8.5	8.1	9.3
Over 44 and including 48	2.3	2.3	2.2	2.1	2.0	2.2	2.9	3.1	2.7	1.7	1.8	1.6	2.6	2.5	2.9
Over 48	1.3	1.3	1.3	1.1	1.3	.5	2.2	2.2	2.2	.8	.9	.7	.7	.5	1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	588.4	348.2	240.2	118.9	80.9	38.0	201.6	98.3	103.3	219.9	135.7	84.3	47.9	33.4	14.6
Average weekly hours	35.3	34.4	36.6	35.5	34.0	38.6	37.5	37.0	38.0	33.4	32.8	34.2	34.2	33.8	35.0

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 16. Weekly Hours of Work: Selected Metropolitan Areas

(Non-Federal hospitals: Percent distribution of nonsupervisory employees by weekly hours of work, March 1969)

Weekly hours of work	Northeast					South						
	Boston	Buffalo	New York City	Philadelphia	Scranton	Atlanta	Baltimore	Chattanooga	Dallas	Memphis	Miami	Washington
Under 15	6.1	6.6	2.8	6.6	5.7	4.0	3.4	2.1	4.8	1.6	3.5	5.9
15 and under 35	19.5	22.3	9.5	19.5	22.4	17.6	13.4	11.1	17.1	7.4	14.8	18.8
35 and under 40	7.7	46.0	39.7	19.3	7.3	12.3	9.8	59.4	6.9	25.9	12.3	15.4
40	58.2	20.4	44.5	41.3	61.1	49.9	67.1	21.6	55.0	61.3	48.0	43.0
Over 40 and including 44	4.7	2.8	1.6	7.8	1.3	10.0	3.6	3.7	9.8	2.9	11.3	8.7
Over 44 and including 48	2.7	1.1	1.0	3.4	1.8	3.5	1.9	1.2	3.4	.5	6.0	4.4
Over 48	1.1	.7	.9	2.1	.5	2.6	.8	.9	3.0	.4	4.2	3.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	46.3	18.4	115.1	60.1	3.0	10.8	26.6	3.1	13.1	9.9	14.3	21.3
Average weekly hours	35.0	33.2	36.3	34.9	34.5	36.7	36.8	36.5	36.6	37.6	37.6	35.8

Weekly hours of work	North Central						West				
	Chicago	Cincinnati	Cleveland	Detroit	Minneapolis–St. Paul	St. Louis	Denver	Los Angeles–Long Beach and Anaheim–Santa Ana–Garden Grove	Portland	San Francisco–Oakland	Seattle–Everett
Under 15	6.4	6.6	5.2	3.4	13.4	5.1	5.6	1.9	6.7	4.4	6.8
15 and under 35	19.1	16.4	18.7	14.8	25.2	13.6	18.3	13.6	20.6	15.5	24.8
35 and under 40	11.0	14.1	11.1	7.6	8.7	8.6	10.5	1.2	5.8	5.7	3.7
40	53.3	49.1	49.5	63.5	44.9	63.3	45.6	82.2	53.5	65.6	57.3
Over 40 and including 44	6.5	10.6	10.1	6.4	5.9	6.6	15.9	.6	9.9	5.7	6.1
Over 44 and including 48	2.1	2.3	3.4	2.8	1.2	1.8	2.9	.4	2.7	2.4	.8
Over 48	1.6	.9	2.1	1.4	.7	1.1	1.1	.1	.8	.7	.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	79.9	14.2	23.6	44.6	25.3	27.9	15.9	71.9	11.5	28.4	8.5
Average weekly hours	35.2	35.3	35.9	36.9	31.7	36.3	35.7	36.8	34.9	36.2	33.6

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 17. Weekly Hours of Work: Short-Term Hospitals, by Type of Ownership, United States and Regions

(Non-Federal Hospitals: Percent distribution of nonsupervisory employees by weekly hours of work, March 1969)

Weekly hours of work	United States			Northeast			South			North Central			West		
	Hospitals—														
	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government
Under 15	6.2	6.6	4.9	6.8	7.4	2.7	4.0	4.3	3.4	8.2	8.2	8.2	4.9	5.1	4.4
15 and under 35	19.5	20.8	14.7	20.8	22.4	8.9	14.8	15.7	12.7	22.9	23.7	19.9	18.2	19.2	14.8
35 and under 40	13.2	13.7	11.4	21.5	21.2	23.6	10.9	10.7	11.6	11.0	11.9	7.8	6.5	6.6	6.0
40	50.1	47.9	58.5	42.3	39.7	61.0	56.7	56.5	57.2	46.2	44.1	53.9	61.6	59.7	67.9
Over 40 and including 44	7.2	7.3	6.7	5.1	5.5	2.2	8.3	7.9	9.0	8.3	8.6	7.2	6.5	7.0	4.6
Over 44 and including 48	2.4	2.4	2.3	2.1	2.3	.8	3.1	3.0	3.3	2.2	2.2	2.2	1.8	1.8	1.5
Over 48	1.4	1.4	1.5	1.4	1.5	.8	2.2	1.9	2.7	1.2	1.2	.8	.6	.6	.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	1771.2	1398.6	372.6	488.1	429.1	59.0	464.6	326.1	138.5	560.7	444.6	116.1	257.8	198.8	59.0
Average weekly hours	35.0	34.7	36.2	34.2	33.9	36.8	36.9	36.6	37.5	33.9	33.7	34.3	35.5	35.3	36.2

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 18. Weekly Hours of Work: Long-Term Hospitals, by Type of Ownership, United States and Regions

(Non-Federal hospitals: Percent distribution of nonsupervisory employees by weekly hours of work, March 1969)

Weekly hours of work	United States			Northeast			South			North Central			West		
	Hospitals—														
	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government
Under 15	1.7	5.5	.9	1.6	5.5	.7	.8	3.1	.3	2.8	9.5	1.8	1.6	4.4	.7
15 and under 35	6.7	17.6	4.5	6.7	15.4	4.7	6.0	19.5	3.4	8.3	24.5	5.8	5.1	12.0	3.1
35 and under 40	9.7	20.8	7.4	18.2	40.2	13.2	2.1	6.6	1.3	5.4	8.4	5.0	6.4	3.7	7.2
40	77.0	46.7	83.3	68.7	31.9	77.3	85.7	60.0	90.5	77.3	40.0	83.0	85.7	76.9	88.4
Over 40 and including 44	2.5	4.9	2.0	2.0	3.6	1.6	2.0	4.6	1.6	4.6	10.3	3.7	.9	2.1	.6
Over 44 and including 48	1.6	2.8	1.4	2.3	2.7	2.2	1.8	3.4	1.5	.9	3.8	.4	.2	.8	.1
Over 48	.8	1.6	.6	.5	.8	.4	1.7	2.7	1.5	.6	3.5	.2	.1	.1	.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	297.4	51.0	246.5	115.3	21.6	93.7	75.3	11.9	63.3	73.5	9.8	63.7	33.3	7.6	25.7
Average weekly hours	38.4	35.2	39.0	38.1	34.8	38.8	39.3	36.4	39.8	37.9	33.6	38.5	38.5	36.5	39.1

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 19. Weekly Hours of Work: Men and Women, United States and Regions

(Non-Federal hospitals: Percent distribution of nonsupervisory employees by weekly hours of work, March 1969)

Weekly hours of work	United States		Northeast		South		North Central		West	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 15	4.6	5.8	3.7	6.4	3.9	3.5	6.3	7.8	5.0	4.5
15 and under 35	14.1	18.5	12.9	19.6	13.8	13.5	15.9	22.1	14.3	17.2
35 and under 40	10.6	13.2	17.3	21.9	7.7	10.2	7.6	10.9	4.6	6.9
40	58.4	53.0	55.2	45.0	60.7	60.8	55.5	48.7	67.6	63.6
Over 40 and including 44	5.9	6.6	4.4	4.5	6.3	7.6	8.1	7.9	4.6	6.1
Over 44 and including 48	3.6	1.9	3.5	1.8	3.9	2.7	3.8	1.7	2.7	1.3
Over 48	2.9	.9	2.9	.7	3.8	1.7	2.8	.8	1.3	.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	389.6	1679.0	137.0	466.4	102.9	437.0	96.6	537.6	53.1	238.0
Average weekly hours	36.7	35.2	36.9	34.4	37.5	37.1	36.0	34.0	36.3	35.7

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 20. Weekly Hours of Work: Selected Occupational Groups by Sex, Non-Federal Hospitals

(Non-Federal hospitals: Percent distribution of nonsupervisory employees by weekly hours of work, March 1969)

Weekly hours of work	Kitchen helpers			Laundry workers			Maids and porters			Nursing aids		
	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women
Under 15	6.2	6.6	6.1	2.0	2.7	1.8	2.8	3.3	2.4	5.9	6.2	5.8
15 and under 35	24.1	28.7	23.0	10.4	7.7	11.2	13.9	16.2	12.5	18.2	21.5	17.8
35 and under 40	12.1	12.8	11.9	13.2	11.6	13.7	13.8	13.2	14.2	14.9	13.1	15.1
40	47.0	40..	48.5	63.6	61.3	64.3	60.5	55.1	63.8	53.2	48.5	53.9
Over 40 and including 44	6.8	5.7	7.1	6.2	7.4	5.9	5.1	5.3	5.0	5.2	5.1	5.2
Over 44 and including 48	2.5	2.7	2.5	3.0	4.9	2.5	2.5	4.3	1.5	1.9	3.4	1.7
Over 48	1.3	2.9	.9	1.6	4.5	.8	1.4	2.7	.6	.8	2.3	.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	135.4	25.2	110.2	48.8	11.2	37.6	157.3	59.7	97.6	382.0	45.5	336.5
Average weekly hours	34.2	33.4	34.4	38.0	38.8	37.8	37.1	36.9	37.3	35.3	34.9	35.3

Weekly hours of work	Office clerical employees			Practical nurses			General duty registered nurses		
	All	Men	Women	All	Men	Women	All	Men	Women
Under 15	4.6	7.7	4.5	4.3	4.0	4.3	10.7	8.0	10.7
15 and under 35	14.8	16.8	14.7	17.5	19.1	17.5	31.1	26.4	31.1
35 and under 40	18.5	16.6	18.6	12.2	13.6	12.2	8.8	11.7	8.8
40	52.7	47.8	53.0	54.8	47.0	54.9	39.5	44.3	39.5
Over 40 and including 44	6.5	5.7	6.6	8.2	9.9	8.1	7.5	6.1	7.5
Over 44 and including 48	1.8	2.3	1.8	2.0	2.5	2.0	1.6	1.9	1.6
Over 48	1.0	3.1	.9	1.1	4.0	1.0	.8	1.6	.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	298.1	14.7	283.5	182.1	4.1	178.0	301.1	1.8	299.4
Average weekly hours	36.0	35.0	36.0	36.1	36.5	36.1	31.4	32.7	31.4

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 21. Weekly Hours of Work: Selected Occupational Groups by Sex, Nongovernment Hospitals

(Nongovernment hospitals: Percent distribution of nonsupervisory employees by weekly hours of work, March 1969)

Weekly hours of work	Kitchen helpers			Laundry workers			Maids and porters			Nursing aids		
	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women
Under 15	6.9	8.7	6.5	2.3	3.8	1.8	3.2	4.2	2.6	6.4	7.4	6.3
15 and under 35	28.2	35.9	26.6	11.7	10.0	12.2	16.1	19.8	13.9	19.7	23.8	19.2
35 and under 40	13.3	15.2	12.9	14.4	12.2	15.0	15.5	14.4	16.2	16.4	14.9	16.6
40	40.0	26.2	42.9	59.3	54.3	60.8	55.4	47.4	60.0	49.4	42.3	50.2
Over 40 and including 44	7.5	7.2	7.6	7.1	8.5	6.7	5.4	6.1	5.1	5.4	5.6	5.3
Over 44 and including 48	2.6	3.1	2.5	3.4	6.2	2.6	2.9	5.0	1.6	1.9	3.8	1.7
Over 48	1.4	3.7	.9	1.8	5.0	.8	1.5	3.1	.6	.7	2.2	.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	95.5	16.8	78.7	33.5	7.6	25.9	112.1	41.5	70.6	275.5	30.0	245.6
Average weekly hours	33.3	31.7	33.6	37.8	38.2	37.7	36.7	36.2	37.0	34.8	34.1	34.9

Weekly hours of work	Office clerical employees			Practical nurses			General duty registered nurses		
	All	Men	Women	All	Men	Women	All	Men	Women
Under 15	5.4	8.9	5.2	4.9	4.0	5.0	11.2	5.5	11.2
15 and under 35	17.1	20.5	17.0	19.8	23.9	19.7	32.4	24.9	32.4
35 and under 40	17.1	16.8	17.1	13.6	17.6	13.5	9.3	16.5	9.3
40	50.5	41.3	51.0	50.7	38.9	50.9	36.9	41.4	36.9
Over 40 and including 44	7.0	6.7	7.0	8.2	9.7	8.1	7.8	7.5	7.8
Over 44 and including 48	1.9	2.4	1.8	1.9	2.1	1.9	1.6	2.6	1.6
Over 48	.9	3.5	.8	.9	3.7	.9	.8	1.6	.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	219.6	11.0	208.6	134.8	2.8	132.0	245.9	1.2	244.6
Average weekly hours	35.4	34.0	35.5	35.5	35.6	35.5	31.0	34.1	31.0

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 22. Weekly Hours of Work: Selected Occupational Groups by Sex, State and Local Government Hospitals

(State and local government hospitals: Percent distribution of nonsupervisory employees by weekly hours of work, March 1969)

Weekly hours of work	Kitchen helpers			Laundry workers			Maids and porters			Nursing aids		
	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women
Under 15	4.6	2.4	5.1	1.3	.2	1.7	1.6	1.4	1.8	4.4	3.8	4.5
15 and under 35	14.2	14.3	14.1	7.6	3.0	9.0	8.6	8.0	9.0	14.3	17.0	13.8
35 and under 40	9.2	7.8	9.6	10.6	10.5	10.6	9.7	10.3	9.2	10.7	9.6	10.9
40	63.9	69.6	62.4	73.0	76.0	72.1	73.2	72.6	73.6	63.1	60.3	63.6
Over 40 and including 44	5.0	2.7	5.7	4.3	4.9	4.1	4.2	3.4	4.7	4.8	4.2	4.8
Over 44 and including 48	2.2	1.9	2.3	2.1	2.2	2.1	1.7	2.5	1.1	1.7	2.6	1.5
Over 48	.9	1.2	.9	1.2	3.3	.6	1.0	1.7	.5	1.0	2.5	.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	39.9	8.4	31.5	15.3	3.6	11.7	45.2	18.3	27.0	106.5	15.6	90.9
Average weekly hours	36.4	36.9	36.2	38.6	40.0	38.1	38.3	38.5	38.1	36.4	36.6	36.4

Weekly hours of work	Office clerical employees			Practical nurses			General duty registered nurses		
	All	Men	Women	All	Men	Women	All	Men	Women
Under 15	2.5	4.0	2.4	2.5	4.1	2.4	8.6	14.1	8.6
15 and under 35	8.1	5.7	8.2	10.8	9.2	10.9	25.1	30.1	25.1
35 and under 40	22.6	16.1	22.9	8.3	5.2	8.4	6.3	-	6.4
40	58.8	67.3	58.4	66.4	63.5	66.5	51.2	51.4	51.2
Over 40 and including 44	5.2	2.7	5.3	8.1	10.3	8.0	6.1	2.7	6.1
Over 44 and including 48	1.7	2.2	1.6	2.3	3.2	2.3	1.6	.2	1.6
Over 48	1.1	1.9	1.1	1.6	4.5	1.5	1.1	1.6	1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	78.6	3.7	74.9	47.3	1.4	46.0	55.3	.5	54.8
Average weekly hours	37.5	37.9	37.5	37.8	38.4	37.8	33.2	29.2	33.2

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 23. Aggregate Hours of Work: By Type of Ownership, United States and Regions

(Non-Federal hospitals: Numerical distribution of aggregate hours of nonsupervisory employees by weekly hours of work, March 1969)

Weekly hours of work	United States			Northeast			South		
	Hospitals—								
	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government
Under 15	1,031,586	850,423	181,163	315,072	294,815	20,256	172,389	129,546	42,843
15 and under 35	8,659,087	7,094,721	1,564,366	2,556,977	2,340,288	216,688	1,811,174	1,313,789	497,385
35 and under 40	9,773,747	7,535,435	2,238,313	4,655,795	3,702,309	953,486	1,958,181	1,326,772	631,409
40	44,663,160	27,731,760	16,931,400	11,424,600	7,089,720	4,334,880	13,121,360	7,658,400	5,462,960
Over 40 and including 44	5,627,331	4,372,490	1,254,841	1,142,086	1,024,254	117,832	1,671,081	1,106,301	564,780
Over 44 and including 48	2,165,685	1,612,875	552,810	609,532	490,245	119,287	735,255	476,155	259,100
Over 48	1,476,190	1,090,229	385,962	398,829	353,582	45,247	618,917	358,398	260,519
Number of employees (in thousands)	2,068.6	1,449.5	619.1	603.4	450.7	152.7	539.9	338.0	201.9
Aggregate hours (in thousands)	73,396.8	50,287.9	23,108.9	21,102.9	15,295.2	5,807.7	20,088.4	12,369.4	7,719.0

Weekly hours of work	North Central			West		
	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government
Under 15	432,364	339,278	93,087	111,761	86,784	24,977
15 and under 35	3,174,162	2,545,277	628,886	1,116,774	895,367	221,407
35 and under 40	2,460,981	2,008,514	452,468	698,790	497,840	200,950
40	12,624,240	8,004,320	4,619,920	7,492,960	4,979,320	2,513,640
Over 40 and including 44	2,102,613	1,650,565	452,048	711,552	591,370	120,181
Over 44 and including 48	605,157	472,761	132,396	215,740	173,714	42,026
Over 48	375,032	316,300	58,732	83,413	61,949	21,464
Number of employees (in thousands)	634.2	454.5	179.8	291.1	206.3	84.8
Aggregate hours (in thousands)	21,774.5	15,337.0	6,437.5	10,431.0	7,286.3	3,144.6

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 24. Weekly Hours of Work by Hourly Earnings: United States

(Non-Federal hospitals: Numerical distribution of nonsupervisory employees by weekly hours of work and average straight-time hourly earnings[1] in hospitals classified by type of ownership, March 1969)

Weekly hours of work	Number of employees	Average hourly earnings[1]	Number of employees with hourly earnings of—					
			Under $1.30	$1.30 and under $1.45	$1.45 - $1.60	$1.60 - $2.00	$2.00 - $2.50	$2.50 and over
	Non-Federal hospitals							
Under 15	115,686	$2.48	989	10,474	6,605	27,524	20,800	49,294
15 and under 35	365,231	2.45	2,729	30,697	23,502	84,878	76,283	147,142
35 and under 40	263,118	2.53	403	15,522	12,836	53,930	67,609	112,818
40	1,116,579	2.46	3,009	58,660	57,472	255,342	296,825	445,271
Over 40 and including 44	134,262	2.48	147	7,763	8,056	30,664	32,095	55,537
Over 44 and including 48	46,561	2.46	200	3,987	2,379	9,244	11,458	19,293
Over 48	27,192	2.53	424	1,826	1,246	5,078	6,127	12,491
Total	2,068,629	2.47	7,901	128,929	112,096	466,660	511,197	841,846
Average weekly hours	35.5		31.4	33.9	35.0	35.4	36.4	35.3
Aggregate hours (in thousands)	73,396.8		247.9	4,371.0	3,919.7	16,503.2	18,624.2	29,730.8
	Nongovernment hospitals							
Under 15	95,180	$2.52	521	6,577	4,942	23,817	17,582	41,741
15 and under 35	299,462	2.48	1,050	21,072	17,667	72,430	63,524	123,719
35 and under 40	202,428	2.53	244	10,390	8,985	44,520	54,338	83,951
40	693,294	2.43	1,199	36,447	36,744	176,015	191 174	251,715
Over 40 and including 44	104,358	2.51	145	4,755	5,325	24,144	25,621	[illegible],368
Over 44 and including 48	34,652	2.48	103	2,555	1,505	7,059	9,139	14,291
Over 48	20,155	2.60	52	1,139	823	3,588	4,799	9,754
Total	1,449,529	2.47	3,314	82,935	75,991	351,573	366,177	569,539
Average weekly hours	34.7		30.9	33.7	34.3	34.6	35.9	34.2
Aggregate hours (in thousands)	50,287.9		102.4	2,793.7	2,607.9	12,179.6	13,129.7	19,474.7
	State and local government hospitals							
Under 15	20,506	$2.31	468	3,897	1,663	3,707	3,218	7,553
15 and under 35	65,769	2.30	1,679	9,625	5,835	12,448	12,759	23,423
35 and under 40	60,690	2.53	159	5,132	3,851	9,410	13,271	28,867
40	423,285	2.51	1,810	22,213	20,728	79,327	105,561	193,556
Over 40 and including 44	29,904	2.36	2	3,008	2,731	6,520	6,474	11,169
Over 44 and including 48	11,909	2.40	97	1,432	87[illegible]	2,185	2,319	5,002
Over 48	7,037	2.34	372	687	423	1,490	1,328	2,737
Total	619,100	2.48	4,587	45,994	36,105	115,087	145,020	272,307
Average weekly hours	37.3		31.7	34.3	36.3	37.6	37.9	37.7
Aggregate hours (in thousands)	23,108.9		145.6	1,577.3	1,311.8	4,323.7	5,494.5	10,256.1

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 25. Weekly Hours of Work by Hourly Earnings: South

(Non-Federal hospitals: Numerical distribution of nonsupervisory employees by weekly hours of work and average straight-time hourly earnings[1] in hospitals classified by type of ownership, March 1969)

Weekly hours of work	Number of employees	Average hourly earnings[1]	Number of employees with hourly earnings of—					
			Under $1.30	$1.30 and under $1.45	$1.45 - $1.60	$1.60 - $2.00	$2.00 - $2.50	$2.50 and over
	Non-Federal hospitals							
Under 15	19,208	$2.25	118	3,875	1,790	4,230	2,646	6,549
15 and under 35	73,282	2.12	1,696	15,413	7,883	17,066	10,279	20,945
35 and under 40	52,422	2.01	187	10,721	6,265	15,365	10,385	9,499
40	328,034	2.11	2,402	44,063	35,649	102,094	68,580	75,246
Over 40 and including 44	39,881	2.18	70	5,600	4,339	11,203	7,522	11,147
Over 44 and including 48	15,789	2.11	107	3,118	1,549	3,993	3,006	4,016
Over 48	11,279	2.19	377	1,607	1,032	2,745	2,046	3,472
Total	539,895	2.11	4,957	84,397	58,507	156,696	104,464	130,874
Average weekly hours	37.2		35.4	36.2	37.4	37.8	38.1	36.4
Aggregate hours (in thousands)	20,088.4		175.3	3,051.9	2,186.2	5,926.5	3,983.1	4,765.2
	Nongovernment hospitals							
Under 15	14,339	$2.32	24	2,291	1,175	3,646	2,128	5,075
15 and under 35	53,508	2.18	486	9,414	5,527	13,366	8,223	16,492
35 and under 40	35,579	2.02	54	6,745	3,724	11,191	7,552	6,313
40	191,460	2.15	901	26,767	20,080	57,292	38,606	47,814
Over 40 and including 44	26,363	2.21	68	3,110	2,481	7,960	5,029	7,715
Over 44 and including 48	10,202	2.17	10	1,896	877	2,559	2,025	2,835
Over 48	6,579	2.24	5	945	686	1,570	1,238	2,135
Total	338,030	2.15	1,548	51,168	34,550	97,584	64,801	88,379
Average weekly hours	36.6		35.9	36.2	36.9	37.0	37.4	35.7
Aggregate hours (in thousands)	12,369.4		55.6	1,851.5	1,273.4	3,609.0	2,426.4	3,153.4
	State and local government hospitals							
Under 15	4,869	$2.05	94	1,584	615	584	518	1,474
15 and under 35	19,774	1.94	1,210	5,999	2,356	3,700	2,056	4,453
35 and under 40	16,843	1.99	133	3,976	2,541	4,174	2,833	3,186
40	136,574	2.06	1,501	17,296	15,569	44,802	29,974	27,432
Over 40 and including 44	13,518	2.11	2	2,490	1,858	3,243	2,493	3,432
Over 44 and including 48	5,587	2.01	97	1,222	672	1,434	981	1,181
Over 48	4,700	2.13	372	662	346	1,175	808	1,337
Total	201,865	2.05	3,409	33,229	23,957	59,112	39,663	42,495
Average weekly hours	38.2		35.1	36.1	38.1	39.2	39.2	37.9
Aggregate hours (in thousands)	7,719.0		119.7	1,200.4	913.0	2,317.5	1,556.6	1,611.8

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 26. Aggregate Hours of Work by Weekly Hours of Work and Hourly Earnings: United States

(Non-Federal hospitals: Numerical distribution of aggregate hours of nonsupervisory employees by weekly hours of work and average straight-time hourly earnings,[1] March 1969)

Weekly hours of work	Number of aggregate hours	Number of aggregate hours of employees with hourly earnings of—					
		Under $1.30	$1.30 and under $1.45	$1.45 - $1.60	$1.60 - $2.00	$2.00 - $2.50	$2.50 and over
Under 15	1,031,586	9,984	99,290	59,475	247,636	182,221	432,981
15 and under 35	8,659,087	63,572	737,342	564,435	2,034,214	1,835,032	3,424,492
35 and under 40	9,773,747	14,804	577,831	479,942	2,013,720	2,521,648	4,165,801
40	44,663,160	120,360	2,346,400	2,298,880	10,213,680	11,873,000	17,810,840
Over 40 and including 44	5,627,331	6,271	325,458	337,975	1,287,669	1,347,967	2,321,991
Over 44 and including 48	2,165,685	9,340	184,792	111,354	430,997	533,873	895,330
Over 48	1,476,190	23,581	99,905	67,602	275,304	330,434	679,364
Total aggregate hours	73,396,788	247,911	4,371,020	3,919,663	16,503,219	18,624,175	29,730,799

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

Table 27. Aggregate Hours of Work by Weekly Hours of Work and Hourly Earnings: South

(Non-Federal hospitals: Numerical distribution of aggregate hours of nonsupervisory employees by weekly hours of work and average straight-time hourly earnings,[1] March 1969)

Weekly hours of work	Number of aggregate hours	Number of aggregate hours of employees with hourly earnings of—					
		Under $1.30	$1.30 and under $1.45	$1.45 - $1.60	$1.60 - $2.00	$2.00 - $2.50	$2.50 and over
Under 15	172,389	1,245	35,818	16,202	37,367	23,365	58,392
15 and under 35	1,811,174	41,926	387,351	198,770	426,399	258,512	498,216
35 and under 40	1,958,181	6,855	398,967	234,748	573,254	390,483	353,873
40	13,121,360	96,080	1,762,520	1,425,960	4,083,760	2,743,200	3,009,840
Over 40 and including 44	1,671,081	2,981	234,808	182,153	469,903	315,254	465,982
Over 44 and including 48	735,255	5,114	144,530	72,331	186,342	140,153	186,784
Over 48	618,917	21,123	87,865	56,215	149,513	112,098	192,104
Total aggregate hours	20,088,357	175,324	3,051,860	2,186,380	5,926,538	3,983,065	4,765,191

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 28. Employees Paid Less Than $1.45 an Hour: United States

(Non-Federal hospitals: Percent distribution of hospitals and nonsupervisory employees in these hospitals classified by type of ownership and percent of employees paid less than $1.45 an hour, March 1969)

Percent of employees paid less than $1.45 an hour	Non-Federal hospitals			Nongovernment hospitals			State and local government hospitals		
	Hospitals	Employees		Hospitals	Employees		Hospitals	Employees	
		All	Paid less than $1.45 an hour		All	Paid less than $1.45 an hour		All	Paid less than $1.45 an hour
None	37.8	57.2	-	40.5	57.6	-	31.1	56.1	-
Less than 1	3.2	8.0	.6	3.1	8.0	.7	3.2	7.9	.5
1 and under 5	8.6	10.6	4.1	9.5	12.0	5.1	6.1	7.3	2.4
5 and under 10	5.3	5.7	6.4	5.6	5.4	6.6	4.3	6.3	6.1
10 and under 15	5.1	3.2	6.1	4.9	3.2	6.5	5.7	3.4	5.4
15 and under 20	3.9	2.6	6.7	3.6	2.8	8.1	4.6	2.0	4.2
20 and under 25	3.5	1.4	4.8	3.6	1.2	4.4	3.1	1.9	5.4
25 and under 50	20.7	8.5	45.5	18.0	7.2	44.2	27.6	11.4	47.8
50 and under 75	10.8	2.7	23.5	9.9	2.5	23.9	12.8	3.2	22.9
75 or more	1.3	.2	2.3	1.2	*	.6	1.5	.5	5.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of hospitals and employees	7,574	2,068,629	136,830	5,408	1,449,529	86,249	2,166	619,100	50,581

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 29. Employees Paid Less Than $1.45 an Hour: South

(Non-Federal hospitals: Percent distribution of hospitals and nonsupervisory employees in these hospitals classified by type of ownership and percent of employees paid less than $1.45 an hour, March 1969)

Percent of employees paid less than $1.45 an hour	Non-Federal hospitals			Nongovernment hospitals			State and local government hospitals		
	Hospitals	Employees		Hospitals	Employees		Hospitals	Employees	
		All	Paid less than $1.45 an hour		All	Paid less than $1.45 an hour		All	Paid less than $1.45 an hour
None	13.0	28.9	-	14.4	30.7	-	9.6	26.0	-
Less than 1	1.8	7.5	.2	1.3	6.1	.1	2.9	9.8	.2
1 and under 5	4.5	9.0	1.2	4.8	10.6	1.6	3.9	6.3	.7
5 and under 10	3.0	8.4	3.9	2.7	7.4	3.5	3.6	10.1	4.5
10 and under 15	3.7	6.2	4.7	4.6	6.9	5.3	1.6	4.9	4.0
15 and under 20	5.6	5.8	5.9	4.5	6.1	6.6	8.1	5.1	4.8
20 and under 25	5.3	3.4	4.7	7.2	3.8	5.4	.9	2.7	3.6
25 and under 50	37.7	22.9	50.2	37.1	21.6	52.0	39.0	25.0	47.6
50 and under 75	23.1	7.4	25.9	20.1	6.7	24.7	30.1	8.5	27.7
75 or more	2.3	.7	3.3	3.2	.2	.8	.3	1.5	6.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of hospitals and employees	2,649	539,895	89,354	1,851	338,030	52,716	798	201,865	36,638

NOTE: Because of rounding, sums of individual items may not equal 100.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 30. Implications of $1.45 Minimum Wage: United States

(Non-Federal hospitals: Percent distribution of hospitals and nonsupervisory employees in these hospitals classified by type of ownership and percent increase in hospital weekly wage bill required to raise the wages of employees paid less than $1.45 an hour to that amount, March 1969)

Percent increase in weekly wage bill	Non-Federal hospitals			Nongovernment hospitals			State and local government hospitals		
	Hospitals	Employees		Hospitals	Employees		Hospitals	Employees	
		All	Paid less than $1.45 an hour		All	Paid less than $1.45 an hour		All	Paid less than $1.45 an hour
No increase	37.8	57.2	-	40.5	57.6	-	31.1	56.1	-
Under 1	27.9	31.3	29.1	28.2	32.1	30.1	27.1	29.6	27.6
1 and under 2	14.6	6.5	32.0	11.6	5.7	31.6	22.0	8.3	32.7
2 and under 3	6.9	1.9	11.8	8.1	2.0	14.3	3.7	1.6	7.6
3 and under 4	4.6	1.3	9.8	4.1	1.0	8.4	5.8	2.0	12.3
4 and under 5	5.6	1.1	9.4	5.3	1.1	10.2	6.3	1.2	8.2
5 and under 6	1.7	.6	5.6	1.3	.5	5.1	2.5	.8	6.3
6 and under 7	-	-	-	-	-	-	-	-	-
7 and under 8	-	-	-	-	-	-	-	-	-
8 and under 9	*	.1	1.8	-	-	-	.1	.5	5.0
9 and under 10	.5	*	.2	.6	*	.3	-	-	-
10 and under 11	-	-	-	-	-	-	-	-	-
11 or more	.4	*	.2	.1	*	.1	1.4	*	.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of hospitals and employees	7,574	2,068,629	136,830	5,408	1,449,529	86,249	2,166	619,100	50,581
Average percent increase in weekly wage bill		.3			.2			.3	

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 31. Implications of $1.45 Minimum Wage: South

(Non-Federal hospitals: Percent distribution of hospitals and nonsupervisory employees in these hospitals classified by type of ownership and percent increase in hospital weekly wage bill required to raise the wages of employees paid less than $1.45 an hour to that amount, March 1969)

Percent increase in weekly wage bill	Non-Federal hospitals			Nongovernment hospitals			State and local government hospitals		
	Hospitals	Employees		Hospitals	Employees		Hospitals	Employees	
		All	Paid less than $1.45 an hour		All	Paid less than $1.45 an hour		All	Paid less than $1.45 an hour
No increase	13.0	28.9	-	14.4	30.7	-	9.6	26.0	-
Under 1	20.3	39.6	20.5	20.9	39.2	20.6	18.9	40.2	20.4
1 and under 2	24.0	15.9	31.5	19.9	14.7	31.0	33.5	18.0	32.3
2 and under 3	15.9	6.1	15.6	20.2	7.4	20.6	5.8	3.9	8.5
3 and under 4	10.5	4.3	12.8	10.1	3.8	11.8	11.3	5.1	14.3
4 and under 5	11.9	3.3	11.0	9.7	3.0	11.0	16.9	3.6	11.1
5 and under 6	3.2	1.4	5.4	3.0	1.1	4.6	3.8	1.8	6.6
6 and under 7	-	-	-	-	-	-	-	-	-
7 and under 8	-	-	-	-	-	-	-	-	-
8 and under 9	.1	.6	2.8	-	-	-	.3	1.5	6.8
9 and under 10	1.1	*	.2	1.6	.1	.3	-	-	-
10 and under 11	-	-	-	-	-	-	-	-	-
11 or more	.2	*	.1	.2	*	.1	-	-	-
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of hospitals and employees	2,649	539,895	89,354	1,851	338,030	52,716	798	201,865	36,638
Average percent increase in weekly wage bill		.8			.7			.9	

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 32. Implications of $1.45 Minimum Wage: Selected Areas

(Non-Federal hospitals: Percent of nonsupervisory employees paid less than $1.45 an hour and average percent increase in hospital weekly wage bill required to raise the wages of employees paid less than $1.45 an hour to that amount, March 1969)

Region and area	Percent of employees paid less than $1.45 an hour	Average percent increase in weekly wage bill
United States	6.6	.3
Metropolitan areas	3.3	.1
Nonmetropolitan areas	15.0	.7
Northeast	.9	*
Metropolitan areas	.6	*
Nonmetropolitan areas	2.1	.1
South	16.6	.8
Metropolitan areas	10.3	.5
Nonmetropolitan areas	27.0	1.4
North Central	5.3	.2
Metropolitan areas	1.9	.1
Nonmetropolitan areas	11.7	.5
West	2.9	.1
Metropolitan areas	1.3	*
Nonmetropolitan areas	11.4	.5
Standard Metropolitan Statistical Area		
Northeast:		
Boston, Mass	-	-
Buffalo, N. Y	.3	*
New York City, N. Y	*	*
Philadelphia, Pa.–N. J	.7	*
Scranton, Pa	6.2	.3
Standard Metropolitan Statistical Area—Continued		
South:		
Atlanta, Ga	6.2	.3
Baltimore, Md	.6	*
Chattanooga, Tenn.–Ga	4.3	.2
Dallas, Tex	5.9	.2
Memphis, Tenn.–Ark	5.3	.3
Miami, Fla	3.0	.1
Washington, D. C.–Md.–Va	.3	*
North Central:		
Chicago, Ill	1.3	.1
Cincinnati, Ohio–Ky.–Ind	1.2	*
Cleveland, Ohio	.3	*
Detroit, Mich	.8	*
Minneapolis–St. Paul, Minn	1.1	*
St. Louis, Mo.–Ill	1.8	.1
West:		
Denver, Colo	2.0	.1
Los Angeles–Long Beach and Anaheim–Santa Ana–Garden Grove, Calif	.1	*
Portland, Oreg.–Wash	.2	*
San Francisco–Oakland, Calif	.3	*
Seattle–Everett, Wash	.1	*

* Less than 0.05 percent.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 33. Supplementary Pay Provisions: Summary

(Non-Federal hospitals: Percent of hospitals with formal provisions for selected supplementary pay benefits and percent of full-time employees in these hospitals receiving benefits, by type of ownership, United States and regions, March 1969)

Supplementary pay provision	United States		Northeast		South		North Central		West	
	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees
Non-Federal hospitals										
Daily or weekly overtime premium pay [1]	27	29	31	36	13	12	23	24	57	58
Paid holidays	94	99	98	99	91	99	94	99	97	99
Paid vacations	99	99	99	99	98	99	99	99	100	100
Health, insurance, and pension plans [2]	99	99	99	99	99	99	99	99	99	99
Nongovernment hospitals										
Daily or weekly overtime premium pay [1]	28	30	29	37	10	9	23	22	66	66
Paid holidays	94	99	98	99	91	99	94	99	98	99
Paid vacations	98	99	99	99	97	99	98	99	100	100
Health, insurance, and pension plans [2]	99	99	99	99	98	99	100	100	99	99
State and local government hospitals										
Daily or weekly overtime premium pay [1]	23	28	36	33	19	17	22	31	27	40
Paid holidays	94	99	100	100	92	99	94	99	92	99
Paid vacations	100	100	100	100	100	100	100	100	100	100
Health, insurance, and pension plans [2]	99	99	100	100	100	100	99	99	100	100

[1] Includes only formal provisions for premium pay which exceed those required under the FLSA. Section 7(a)(1) requires the payment of at least time and one-half the regular rate for all hours beyond 40 per week; for employees on a 14-day work schedule, section 7(j) requires premium pay for all hours beyond 8 per day and 80 per 14-day period.

[2] Includes only plans for which at least part of the cost is borne by the employer. Includes employees in establishments providing 1 or more of the following benefits to a majority of the full-time employees in any of the 4 selected occupational groups: Life insurance, accidental death and dismemberment insurance, sick leave (full pay, no waiting period, or waiting period), hospitalization insurance, surgical insurance, medical insurance, catastrophe insurance, and pension benefits or social security or both.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 34. Supplementary Pay Provisions: Overtime Premium Pay

(Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals classified by type of ownership and formal provisions for premium pay for overtime work, United States and regions, March 1969)

Premium pay provision	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Registered nurses														
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals with provisions for overtime premium pay at 1½ times the regular rate of pay after—															
35 hours a week and 7 hours a day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
37½ hours a week and 7½ hours a day	1	3	-	-	*	1	4	-	-	-	*	-	-	-	1
40 hours a week and 8 hours a day	23	25	8	20	45	22	24	5	16	48	27	31	15	32	35
80 hours per regularly scheduled 14-day work period and 8 hours a day	29	15	25	42	37	31	16	27	44	40	24	11	22	36	28
40 hours a week	36	45	50	33	8	39	49	53	37	7	26	27	42	17	13
37½ hours a week	1	2	-	-	-	1	3	-	-	-	-	-	-	-	-
35 hours a week	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other provisions	4	7	2	1	5	1	2	1	1	2	11	27	5	3	13
Employees in hospitals with no overtime premium pay provisions	6	3	14	4	4	5	3	13	2	3	11	5	16	11	10
	Professional and technical employees (except registered nurses)														
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals with provisions for overtime premium pay at 1½ times the regular rate of pay after—															
35 hours a week and 7 hours a day	1	2	-	-	-	*	1	-	-	-	1	7	-	-	-
37½ hours a week and 7½ hours a day	1	3	*	1	*	1	4	-	-	-	2	-	1	4	1
40 hours a week and 8 hours a day	25	23	8	24	55	25	21	7	22	65	24	31	11	29	31
80 hours per regularly scheduled 14-day work period and 8 hours a day	22	9	18	38	22	22	9	17	41	24	20	9	19	30	18
40 hours a week	39	48	57	30	9	43	53	64	32	6	27	22	42	23	16
37½ hours a week	1	2	*	-	-	1	3	*	-	-	-	-	-	-	-
35 hours a week	1	2	-	-	-	1	3	-	-	-	-	-	-	-	-
Other provisions	4	7	2	1	4	1	2	1	*	2	11	28	5	5	10
Employees in hospitals with no overtime premium pay provisions	7	3	14	5	9	5	3	11	4	3	14	3	21	10	24

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 34. Supplementary Pay Provisions: Overtime Premium Pay—Continued

(Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals classified by type of ownership and formal provisions for premium pay for overtime work, United States and regions, March 1969)

Premium pay provision	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Office clerical employees														
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals with provisions for overtime premium pay at 1½ times the regular rate of pay after—															
35 hours a week and 7 hours a day	1	3	-	-	-	1	2	-	-	-	1	6	-	-	-
37½ hours a week and 7½ hours a day	1	2	-	*	*	1	2	-	-	-	1	1	-	1	1
40 hours a week and 8 hours a day	24	22	9	23	58	24	20	7	20	67	24	26	13	29	37
80 hours per regularly scheduled 14-day work period and 8 hours a day	23	11	19	38	26	24	12	19	39	28	21	6	19	36	19
40 hours a week	42	44	64	34	10	45	49	71	40	4	33	27	51	19	26
37½ hours a week	1	5	*	-	-	2	6	*	-	-	*	*	-	-	-
35 hours a week	1	2	-	-	-	1	3	-	-	-	-	-	-	-	-
Other provisions	5	10	4	1	4	2	5	1	*	1	12	32	8	4	10
Employees in hospitals with no overtime premium pay provisions	3	2	4	3	2	1	2	2	1	*	7	3	8	10	6
	Other nonprofessional employees														
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals with provisions for overtime premium pay at 1½ times the regular rate of pay after—															
35 hours a week and 7 hours a day	*	1	-	-	-	*	1	-	-	-	1	2	-	-	-
37½ hours a week and 7½ hours a day	2	4	1	-	1	2	6	*	-	-	1	-	2	-	3
40 hours a week and 8 hours a day	22	23	9	22	52	22	21	6	19	62	22	26	12	27	33
80 hours per regularly scheduled 14-day work period and 8 hours a day	24	10	23	37	27	26	12	24	40	30	20	7	23	29	22
40 hours a week	42	48	59	35	10	46	54	67	40	6	36	38	49	24	17
37½ hours a week	1	3	*	-	-	1	5	*	-	-	-	-	-	-	-
35 hours a week	*	*	-	-	-	*	1	-	-	-	-	-	-	-	-
Other provisions	6	9	5	3	7	1	*	2	1	2	14	24	10	7	17
Employees in hospitals with no overtime premium pay provisions	3	1	2	4	3	*	1	*	*	*	6	3	4	13	9

* Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 35. Supplementary Pay Provisions: Paid Holidays

(Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals classified by type of ownership and formal provisions for paid holidays, United States and regions, March 1969)

Number of paid holidays[1]	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Registered nurses														
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing paid holidays	99	99	99	99	99	99	99	99	99	99	99	100	99	99	99
Under 5 days	1	-	3	-	*	1	-	3	-	*	1	-	3	-	-
5 days	4	*	18	*	*	4	*	16	*	*	7	-	23	1	1
6 days	30	6	48	52	15	34	7	54	59	20	17	-	32	29	-
7 days	25	22	15	30	33	29	27	17	34	40	11	4	10	18	11
8 days	15	17	10	7	30	16	21	9	6	30	12	2	11	13	31
9 days	6	12	1	4	8	6	14	*	*	8	7	1	3	15	10
10 days	7	19	1	1	1	7	20	-	-	-	7	13	4	4	5
11 days	8	18	1	4	9	3	9	-	-	1	25	53	4	18	33
12 days	2	3	1	-	2	*	1	-	-	-	6	11	4	-	9
13 days	1	3	1	*	-	-	-	-	-	-	5	16	2	1	-
Over 13 days	*	-	*	-	-	-	-	-	-	-	*	-	1	-	-
Employees in hospitals providing no paid holidays	1	*	1	1	1	1	*	1	1	1	1	-	1	1	1
	Professional and technical employees (except registered nurses)														
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing paid holidays	99	99	99	99	99	99	99	99	99	99	99	100	99	99	98
Under 5 days	1	-	3	-	*	1	-	3	-	*	1	-	4	-	-
5 days	5	*	19	*	*	3	*	17	*	-	8	-	24	1	*
6 days	29	6	42	49	15	33	7	51	58	21	15	-	25	24	-
7 days	22	16	16	28	30	26	19	19	33	37	11	3	10	16	11
8 days	16	19	11	9	30	17	22	9	8	33	12	2	14	13	21
9 days	8	14	1	5	9	7	17	-	*	5	10	2	4	17	17
10 days	8	22	1	2	4	8	23	-	-	-	9	16	3	7	13
11 days	9	17	1	6	12	4	11	-	-	3	24	49	3	22	34
12 days	2	3	2	-	1	*	1	-	-	-	6	16	6	-	2
13 days	1	2	1	*	-	*	-	-	*	-	4	12	4	1	-
Over 13 days	*	-	1	-	-	-	-	-	-	-	*	-	2	-	-
Employees in hospitals providing no paid holidays	*	*	1	1	1	*	*	1	1	*	1	-	1	*	2

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 35. Supplementary Pay Provisions: Paid Holidays—Continued

(Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals classified by type of ownership and formal provisions for paid holidays, United States and regions, March 1969)

Number of paid holidays[1]	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
Office clerical employees															
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing paid holidays	99	99	99	99	99	99	99	99	99	99	99	100	99	99	99
Under 5 days	1	-	3	-	*	1	-	4	-	*	1	-	3	-	-
5 days	5	*	18	*	*	4	*	15	*	*	8	-	22	*	1
6 days	29	5	42	48	15	34	6	51	57	22	15	-	26	23	-
7 days	22	18	14	30	30	27	22	17	35	40	10	2	9	17	9
8 days	15	17	11	9	29	16	21	11	7	30	13	2	12	14	25
9 days	7	13	1	6	11	6	16	-	*	6	11	1	3	20	22
10 days	7	20	2	2	2	7	22	-	-	-	6	9	6	6	5
11 days	10	21	2	5	12	4	11	-	-	2	25	58	5	19	35
12 days	2	3	3	-	1	*	*	-	-	-	6	12	8	-	3
13 days	1	3	1	*	-	*	-	-	*	-	4	15	3	*	-
Over 13 days	*	-	1	-	-	-	-	-	-	-	1	-	2	-	-
Employees in hospitals providing no paid holidays	1	*	1	1	*	1	*	1	1	1	*	-	1	*	*
Other nonprofessional employees															
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing paid holidays	99	99	99	99	99	99	99	98	98	99	99	100	99	99	99
Under 5 days	1	-	5	-	*	1	-	5	-	*	1	-	4	-	-
5 days	6	*	19	*	1	5	*	19	*	*	7	-	20	1	2
6 days	29	5	39	48	17	38	8	52	61	26	13	-	21	23	-
7 days	19	16	13	26	28	25	24	15	30	36	9	2	10	17	11
8 days	13	14	9	8	27	14	22	8	7	29	9	1	10	10	24
9 days	6	9	2	6	9	5	14	-	*	5	9	1	5	18	17
10 days	6	18	1	2	2	6	21	-	-	-	7	13	2	6	5
11 days	12	27	3	7	13	3	10	-	-	2	28	57	7	22	34
12 days	3	5	5	-	2	*	*	-	-	-	9	12	13	-	7
13 days	2	5	2	1	-	-	-	-	-	-	5	13	4	2	-
Over 13 days	*	-	1	-	-	-	-	-	-	-	1	-	3	-	-
Employees in hospitals providing no paid holidays	1	*	1	1	1	1	*	2	2	1	1	-	1	1	*

[1] Tabulations limited to full-day holidays provided annually; a few hospitals provided additional half-day holidays.

* Less than 0.5 percent

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 36. Supplementary Pay Provisions: Paid Vacations

(Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals classified by type of ownership and formal provisions for paid vacations, United States and regions, March 1969)

Vacation policy	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Registered nurses														
Method of payment															
Employees in hospitals providing paid vacations	99	99	100	99	99	99	99	100	99	100	100	100	100	100	100
Length-of-time payment	99	99	100	99	99	99	99	100	99	99	100	100	100	100	100
Percentage	*	-	-	-	1	*	-	-	-	1	-	-	-	-	-
Other	*	-	-	*	-	*	-	-	*	-	-	-	-	-	-
Employees in hospitals providing no paid vacations	*	*	-	*	-	*	-	-	*	-	-	-	-	-	-
Amount of vacation pay[1]															
After 1 year of service															
1 week	3	4	4	2	2	3	5	4	2	3	2	1	3	4	1
Over 1 and under 2 weeks	*	*	1	-	*	*	*	1	-	*	1	1	2	-	-
2 weeks	68	36	75	83	90	71	39	80	89	91	57	24	61	63	89
Over 2 and under 3 weeks	6	5	10	4	4	2	1	4	1	3	18	22	24	14	7
3 weeks	13	28	7	8	3	13	29	6	8	3	12	23	9	10	4
Over 3 and under 4 weeks	*	-	*	*	-	*	-	*	-	-	1	-	-	2	-
4 weeks	9	25	3	1	-	9	25	5	-	-	9	27	-	6	-
Over 4 weeks	1	1	*	*	*	1	1	*	*	*	1	2	1	2	-
After 2 years of service															
1 week	1	2	2	*	2	1	2	1	*	2	1	1	3	1	-
Over 1 and under 2 weeks	*	*	1	*	*	*	-	1	*	*	*	1	1	-	-
2 weeks	61	31	69	71	85	63	33	72	76	86	54	23	61	58	80
Over 2 and under 3 weeks	7	6	13	5	4	4	2	7	2	3	18	21	25	14	7
3 weeks	19	31	10	19	9	20	33	11	20	8	16	23	10	16	14
Over 3 and under 4 weeks	1	-	2	*	-	1	-	3	-	-	1	-	-	2	-
4 weeks	10	28	4	2	-	10	28	5	1	-	9	27	-	6	-
Over 4 weeks	1	2	*	1	*	1	1	*	*	*	2	4	1	2	-
After 3 years of service															
1 week	1	1	2	*	*	1	2	1	*	*	1	-	3	1	-
Over 1 and under 2 weeks	*	*	*	-	*	*	-	-	-	*	*	1	1	-	-
2 weeks	54	27	63	60	78	56	28	67	64	80	48	22	54	50	72
Over 2 and under 3 weeks	5	3	9	6	5	4	2	6	3	4	11	5	15	15	7
3 weeks	26	36	18	28	16	26	35	17	31	15	24	40	22	17	17
Over 3 and under 4 weeks	1	1	2	1	-	1	1	3	*	-	1	1	1	2	-
4 weeks	12	30	5	4	*	12	31	6	2	-	12	27	4	13	2
Over 4 weeks	1	2	*	1	1	1	1	*	*	*	2	4	1	2	3
After 5 years of service															
1 week	*	-	1	*	*	*	-	*	-	*	1	-	3	1	-
Over 1 and under 2 weeks	*	-	*	-	-	-	-	-	-	-	*	-	1	-	-
2 weeks	22	12	36	27	16	23	14	35	25	18	21	2	37	31	8
Over 2 and under 3 weeks	5	3	10	4	3	4	3	8	4	2	7	4	13	4	6
3 weeks	50	44	39	52	75	51	40	41	57	72	49	58	35	34	82
Over 3 and under 4 weeks	1	1	3	2	1	1	*	2	-	1	4	1	3	9	-
4 weeks	19	39	10	13	5	20	41	11	12	7	15	32	7	15	2
Over 4 weeks	2	2	2	2	1	1	1	2	1	*	3	4	2	5	3

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 36. Supplementary Pay Provisions: Paid Vacations—Continued

(Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals classified by type of ownership and formal provisions for paid vacations, United States and regions, March 1969)

Vacation policy	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Registered nurses—Continued														
Amount of vacation pay[1]—Continued															
After 10 years of service															
1 week	*	-	1	-	*	*	-	*	-	*	1	-	3	-	-
Over 1 and under 2 weeks	*	-	*	-	-	-	-	-	-	-	*	-	1	-	-
2 weeks	9	3	20	7	6	8	4	17	7	7	9	-	25	5	1
Over 2 and under 3 weeks	1	*	1	1	1	*	*	*	1	1	1	-	4	1	1
3 weeks	44	34	54	51	38	44	35	58	50	33	45	26	46	55	54
Over 3 and under 4 weeks	3	1	4	2	5	1	1	1	1	3	7	3	10	5	10
4 weeks	39	55	15	36	48	43	58	18	40	54	25	41	8	24	31
Over 4 and under 5 weeks	2	1	3	3	1	1	1	3	1	1	4	2	3	7	3
5 weeks	2	5	1	1	*	1	*	2	1	*	7	26	-	1	-
Over 5 weeks	*	*	1	1	-	*	-	1	*	-	1	1	1	2	-
After 15 years of service															
1 week	*	-	1	-	*	*	-	*	-	*	1	-	3	-	-
Over 1 and under 2 weeks	*	-	*	-	-	-	-	-	-	-	*	-	1	-	-
2 weeks	6	1	16	4	3	6	2	15	4	3	7	-	19	5	1
Over 2 and under 3 weeks	1	*	1	1	1	*	*	*	1	1	1	-	4	-	1
3 weeks	37	28	52	39	28	39	29	54	42	32	31	21	47	32	16
Over 3 and under 4 weeks	3	1	6	4	4	2	1	2	3	1	9	3	14	8	13
4 weeks	47	61	17	48	61	50	65	22	49	60	37	46	5	44	65
Over 4 and under 5 weeks	2	2	3	3	3	2	1	3	1	3	5	3	3	9	4
5 weeks	1	1	1	*	*	1	2	2	1	*	-	-	-	-	-
Over 5 and under 6 weeks	2	5	1	1	-	*	-	*	-	-	8	26	4	2	-
6 weeks or more	*	*	1	*	-	*	*	1	*	-	1	1	-	1	-
After 20 years of service															
1 week	*	-	1	-	*	*	-	*	-	*	1	-	3	-	-
Over 1 and under 2 weeks	*	-	*	-	-	-	-	-	-	-	*	-	1	-	-
2 weeks	6	1	16	4	3	6	2	15	4	3	7	-	19	5	1
Over 2 and under 3 weeks	1	*	1	1	1	*	*	*	1	1	1	-	4	-	1
3 weeks	29	22	44	30	23	31	23	46	31	27	24	16	39	26	10
Over 3 and under 4 weeks	2	*	4	2	2	*	-	1	1	-	7	1	13	4	10
4 weeks	55	66	26	58	67	58	69	32	61	65	44	53	13	49	73
Over 4 and under 5 weeks	3	2	3	3	4	2	1	3	1	3	6	4	4	11	5
5 weeks	2	3	1	1	*	2	3	2	1	*	1	-	-	4	-
Over 5 and under 6 weeks	2	5	1	1	*	*	1	*	-	*	8	26	4	2	-
6 weeks or more	*	*	1	*	-	*	*	1	*	-	1	1	-	2	-

See footnote at end of table.

Table 36. Supplementary Pay Provisions: Paid Vacations—Continued

(Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals classified by type of ownership and formal provisions for paid vacations, United States and regions, March 1969)

Vacation policy	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Professional and technical employees (except registered nurses)														
Method of payment															
Employees in hospitals providing paid vacations	99	99	100	100	100	99	99	100	100	100	100	100	100	100	100
Length-of-time payment	99	99	100	99	99	99	99	100	99	99	100	100	100	100	100
Percentage	*	-	-	-	*	*	-	-	-	*	-	-	-	-	-
Other	*	-	-	*	-	*	-	-	*	-	-	-	-	-	-
Employees in hospitals providing no paid vacations	*	*	-	-	-	*	*	-	-	-	-	-	-	-	-
Amount of vacation pay[1]															
After 1 year of service															
1 week	3	2	6	3	2	3	3	7	2	2	3	1	5	5	*
Over 1 and under 2 weeks	*	*	1	-	-	*	*	*	-	-	1	1	2	-	-
2 weeks	71	52	74	78	90	74	56	79	84	92	60	33	63	63	84
Over 2 and under 3 weeks	6	3	10	5	4	4	1	5	1	2	17	15	20	18	10
3 weeks	11	17	6	11	4	11	18	5	12	3	10	17	10	9	5
Over 3 and under 4 weeks	*	-	1	1	-	*	-	1	-	-	1	-	-	2	-
4 weeks	8	23	2	1	-	9	22	2	1	-	6	27	-	-	-
Over 4 weeks	1	1	*	1	-	*	*	*	*	-	2	6	-	4	-
After 2 years of service															
1 week	1	1	3	*	1	1	1	2	*	1	1	1	3	1	-
Over 1 and under 2 weeks	*	*	1	*	-	*	-	1	*	-	1	1	1	-	-
2 weeks	67	51	72	71	86	70	54	77	73	89	60	33	64	65	79
Over 2 and under 3 weeks	7	4	13	8	5	4	2	8	4	2	17	14	22	18	10
3 weeks	15	20	7	18	8	16	20	6	21	7	12	17	11	9	11
Over 3 and under 4 weeks	1	-	2	1	-	1	-	3	-	-	1	-	-	2	-
4 weeks	8	23	2	1	-	9	22	3	1	-	6	27	-	-	-
Over 4 weeks	1	1	*	1	-	*	*	*	*	-	3	7	-	4	-
After 3 years of service															
1 week	1	1	2	*	-	1	1	2	*	-	1	-	3	1	-
Over 1 and under 2 weeks	*	*	*	-	-	-	-	-	-	-	1	1	1	-	-
2 weeks	61	47	69	63	77	64	51	72	64	84	55	30	61	61	61
Over 2 and under 3 weeks	7	3	11	9	5	4	2	9	5	3	13	7	14	19	10
3 weeks	20	24	12	23	16	20	23	9	28	13	18	26	18	10	24
Over 3 and under 4 weeks	1	*	2	1	-	1	*	3	*	-	1	1	2	2	-
4 weeks	9	23	4	3	*	10	23	5	4	-	7	27	2	2	1
Over 4 weeks	1	1	*	1	1	*	*	*	*	-	4	7	-	4	4
After 5 years of service															
1 week	*	-	1	*	-	*	-	1	-	-	1	-	3	1	-
Over 1 and under 2 weeks	*	-	*	-	-	-	-	-	-	-	*	-	1	-	-
2 weeks	30	27	40	31	20	30	31	40	24	24	30	4	41	48	9
Over 2 and under 3 weeks	6	3	14	5	4	4	3	11	3	1	12	5	18	9	12
3 weeks	47	38	35	53	71	49	35	38	63	69	41	53	30	24	74
Over 3 and under 4 weeks	2	2	3	2	1	1	2	2	-	1	4	1	3	9	-
4 weeks	13	29	6	7	4	15	29	7	8	5	7	29	2	2	1
Over 4 weeks	2	2	1	3	1	1	1	1	2	-	4	7	1	7	4

See footnote at end of table.

Table 36. Supplementary Pay Provisions: Paid Vacations—Continued

(Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals classified by type of ownership and formal provisions for paid vacations, United States and regions, March 1969)

Vacation policy	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Professional and technical employees (except registered nurses)—Continued														
Amount of vacation pay[1]—Continued															
After 10 years of service															
1 week	*	-	1	-	-	*	-	1	-	-	1	-	2	-	-
Over 1 and under 2 weeks	*	-	*	-	-	-	-	-	-	-	*	-	1	-	-
2 weeks	11	8	24	6	9	11	10	20	5	12	13	-	30	11	1
Over 2 and under 3 weeks	1	*	2	1	1	*	*	*	1	1	2	-	4	1	2
3 weeks	48	39	56	56	38	48	42	60	55	31	48	25	49	60	55
Over 3 and under 4 weeks	3	2	4	2	9	2	1	3	*	4	9	5	8	6	19
4 weeks	32	45	10	29	43	37	46	13	35	52	15	37	4	10	19
Over 4 and under 5 weeks	2	1	2	4	2	2	1	2	3	1	5	6	2	8	4
5 weeks	2	4	*	1	*	*	-	1	1	*	5	25	-	-	-
Over 5 weeks	1	*	1	1	-	*	-	1	-	-	2	1	1	4	-
After 15 years of service															
1 week	*	-	1	-	-	*	-	1	-	-	1	-	2	-	-
Over 1 and under 2 weeks	*	-	*	-	-	-	-	-	-	-	*	-	1	-	-
2 weeks	7	4	19	4	4	7	4	17	3	5	9	-	23	5	1
Over 2 and under 3 weeks	1	*	2	1	1	*	*	*	1	1	2	-	5	-	2
3 weeks	40	34	56	42	28	42	36	58	43	32	36	22	52	38	18
Over 3 and under 4 weeks	5	2	6	5	8	2	1	4	1	1	13	4	11	14	27
4 weeks	41	53	11	43	55	45	55	16	48	58	26	40	2	29	47
Over 4 and under 5 weeks	3	2	2	5	4	2	1	2	3	4	6	7	2	9	5
5 weeks	1	2	*	1	*	1	3	1	1	*	-	-	-	-	-
Over 5 and under 6 weeks	2	4	2	1	-	*	-	1	-	-	7	25	3	4	-
6 weeks or more	*	*	*	*	-	*	-	1	-	-	*	1	-	*	-
After 20 years of service															
1 week	*	-	1	-	-	*	-	1	-	-	1	-	2	-	-
Over 1 and under 2 weeks	*	-	*	-	-	-	-	-	-	-	*	-	1	-	-
2 weeks	7	4	19	4	4	7	4	17	3	5	9	-	23	5	1
Over 2 and under 3 weeks	1	*	2	1	1	*	*	*	1	1	2	-	5	-	2
3 weeks	31	22	47	32	22	32	23	51	33	27	26	16	40	27	10
Over 3 and under 4 weeks	2	*	4	1	6	-	-	2	*	-	8	1	10	3	20
4 weeks	50	62	22	54	62	55	65	25	59	63	38	49	14	42	60
Over 4 and under 5 weeks	4	3	3	6	5	2	2	2	3	4	8	9	3	14	7
5 weeks	2	5	*	2	*	3	6	1	1	*	1	-	-	4	-
Over 5 and under 6 weeks	2	4	2	1	-	*	-	1	-	-	7	25	3	4	-
6 weeks or more	*	*	*	*	-	*	-	1	-	-	*	1	-	*	-

See footnote at end of table.

Table 36. Supplementary Pay Provisions: Paid Vacations—Continued

(Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals classified by type of ownership and formal provisions for paid vacations, United States and regions, March 1969)

Vacation policy	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Office clerical employees														
Method of payment															
Employees in hospitals providing paid vacations	99	99	99	99	100	99	99	99	99	100	100	100	100	100	100
Length-of time payment	99	99	99	99	99	99	99	99	99	99	100	100	100	100	100
Percentage	*	-	-	-	*	*	-	-	-	1	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Employees in hospitals providing no paid vacations	*	*	*	*	-	*	*	1	*	-	-	-	-	-	-
Amount of vacation pay[1]															
After 1 year of service															
1 week	5	4	7	4	1	5	5	9	4	1	3	*	5	5	1
Over 1 and under 2 weeks	*	*	1	-	-	*	*	*	-	-	1	1	1	-	-
2 weeks	82	78	75	86	91	91	92	85	93	93	59	24	59	67	87
Over 2 and under 3 weeks	7	6	11	6	5	2	1	3	*	3	22	27	24	23	7
3 weeks	4	6	4	3	2	2	3	1	2	2	9	18	10	5	4
Over 3 and under 4 weeks	*	-	*	-	-	*	-	1	-	-	-	-	-	-	-
4 weeks	2	6	1	-	-	*	-	1	-	-	6	29	-	-	-
After 2 years of service															
1 week	1	2	2	1	1	1	2	3	*	1	1	*	2	1	-
Over 1 and under 2 weeks	*	*	1	1	-	*	*	1	1	-	*	1	*	-	-
2 weeks	81	78	76	86	88	90	91	85	93	91	59	24	62	70	82
Over 2 and under 3 weeks	9	6	15	8	5	4	2	9	2	4	20	21	25	22	7
3 weeks	6	8	5	5	6	4	4	1	4	4	12	23	11	5	11
Over 3 and under 4 weeks	*	-	*	-	-	*	-	1	-	-	-	-	-	-	-
4 weeks	2	6	1	-	-	*	*	1	-	-	6	29	-	-	-
Over 4 weeks	*	*	-	*	-	-	-	-	-	-	1	1	-	1	-
After 3 years of service															
1 week	1	1	2	1	*	1	2	2	*	*	1	-	2	1	-
Over 1 and under 2 weeks	*	*	*	-	-	*	*	-	-	-	*	1	*	-	-
2 weeks	77	75	73	82	82	86	89	81	88	86	55	21	59	64	75
Over 2 and under 3 weeks	7	3	12	9	5	4	2	9	3	4	15	7	17	24	7
3 weeks	11	13	11	9	12	8	7	5	8	10	19	34	20	9	16
Over 3 and under 4 weeks	1	1	1	*	-	*	-	1	*	-	2	6	1	-	-
4 weeks	2	6	1	-	*	*	*	1	-	-	7	29	1	-	1
Over 4 weeks	*	*	-	*	-	-	-	-	-	-	:	1	-	1	-
After 5 years of service															
1 week	*	-	1	*	*	*	-	1	-	*	1	-	2	1	-
Over 1 and under 2 weeks	*	-	*	-	-	-	-	-	-	-	*	-	*	-	-
2 weeks	41	45	42	46	20	44	56	42	46	20	32	5	42	46	20
Over 2 and under 3 weeks	7	4	11	6	4	5	4	8	5	2	11	4	16	11	8
3 weeks	46	41	41	43	73	47	38	44	47	73	44	53	34	32	71
Over 3 and under 4 weeks	2	2	2	2	1	1	1	1	-	1	5	6	3	9	-
4 weeks	4	8	3	1	3	2	2	3	2	3	7	30	2	-	1
Over 4 weeks	*	*	*	1	-	*	-	*	*	-	1	1	*	1	-

See footnote at end of table.

Table 36. Supplementary Pay Provisions: Paid Vacations—Continued

(Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals classified by type of ownership and formal provisions for paid vacations, United States and regions, March 1969)

Vacation policy	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Office clerical employees—Continued														
Method of vacation pay[1]—Continued															
After 10 years of service															
1 week	*	-	1	-	*	*	-	1	-	*	*	-	1	-	-
Over 1 and under 2 weeks	*	-	*	-	-	-	-	-	-	-	*	-	*	-	-
2 weeks	14	13	24	10	8	15	17	21	11	10	12	-	29	-	2
Over 2 and under 3 weeks	1	*	2	2	1	1	*	*	1	1	3	-	5	5	*
3 weeks	56	52	55	67	43	57	58	60	67	34	52	29	47	3	64
Over 3 and under 4 weeks	3	1	6	2	5	2	1	3	*	3	8	4	10	69	10
4 weeks	22	26	9	17	43	24	24	12	20	51	15	33	4	6	24
Over 4 and under 5 weeks	1	1	2	2	1	*	-	1	*	1	3	5	2	10	-
5 weeks	2	6	1	*	-	*	-	1	*	-	6	29	-	5	-
Over 5 weeks	*	*	*	*	-	-	-	-	-	-	1	1	*	1	-
After 15 years of service															
1 week	*	-	1	-	*	*	-	1	-	*	*	-	1	-	-
Over 1 and under 2 weeks	*	-	*	-	-	-	-	-	-	-	*	-	*	-	-
2 weeks	9	6	19	6	4	9	7	18	7	5	9	-	20	4	2
Over 2 and under 3 weeks	1	*	2	1	1	1	*	*	1	1	2	-	6	-	*
3 weeks	47	45	54	52	32	51	50	57	57	35	38	25	50	38	25
Over 3 and under 4 weeks	4	2	7	5	6	1	1	2	1	1	13	3	15	15	17
4 weeks	33	39	12	33	55	35	40	18	34	56	26	35	3	32	55
Over 4 and under 5 weeks	2	1	3	2	2	1	-	3	*	2	4	6	2	8	1
5 weeks	1	1	1	1	-	1	1	1	*	-	1	1	-	1	-
Over 5 and under 6 weeks	2	6	1	-	-	*	-	1	-	-	7	29	2	-	-
6 weeks or more	*	*	-	*	-	-	-	-	-	-	1	1	-	1	-
After 20 years of service															
1 week	*	-	1	-	*	*	-	1	-	*	*	-	1	-	-
Over 1 and under 2 weeks	*	-	*	-	-	-	-	-	-	-	*	-	*	-	-
2 weeks	9	5	19	6	4	9	7	18	7	5	9	-	20	4	2
Over 2 and under 3 weeks	1	*	2	1	1	1	*	*	1	1	2	-	6	-	*
3 weeks	36	30	45	40	25	39	34	48	43	31	28	17	39	31	10
Over 3 and under 4 weeks	3	*	6	2	3	*	-	1	*	-	9	2	14	5	11
4 weeks	45	54	22	46	64	48	57	27	48	59	37	43	13	40	75
Over 4 and under 5 weeks	3	2	3	3	3	1	1	3	*	3	6	7	4	12	3
5 weeks	1	2	1	2	-	1	2	1	*	-	2	1	-	6	-
Over 5 and under 6 weeks	2	6	1	-	-	*	-	1	-	-	7	29	2	-	-
6 weeks or more	*	*	-	*	-	-	-	-	-	-	1	1	-	1	-

See footnote at end of table.

Table 36. Supplementary Pay Provisions: Paid Vacations—Continued

(Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals classified by type of ownership and formal provisions for paid vacations, United States and regions, March 1969)

Vacation policy	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Other nonprofessional employees														
Method of payment															
Employees in hospitals providing paid vacations	99	99	99	99	100	99	99	99	99	100	100	100	100	100	100
Length-of-time payment	99	99	99	99	99	99	99	99	99	99	100	100	100	100	100
Percentage	*	-	-	-	1	*	-	-	-	1	-	-	-	-	-
Other	*	-	-	*	-	*	-	-	*	-	-	-	-	-	-
Employees in hospitals providing no paid vacations	*	*	*	*	-	*	*	1	*	-	-	-	-	-	-
Amount of vacation pay[1]															
After 1 year of service															
1 week	7	5	9	8	3	8	7	11	9	4	4	*	5	6	2
Over 1 and under 2 weeks	*	1	1	-	*	*	*	1	-	*	1	1	1	-	-
2 weeks	75	66	70	82	89	87	90	83	87	91	53	23	52	71	85
Over 2 and under 3 weeks	10	14	13	5	5	1	*	3	*	3	25	38	26	16	10
3 weeks	5	6	7	5	2	2	2	*	4	2	12	14	16	7	3
Over 3 and under 4 weeks	*	-	*	-	-	*	-	*	-	-	-	-	-	-	-
4 weeks	3	8	1	*	-	*	-	1	*	-	6	23	-	-	-
Over 4 weeks	*	-	-	*	-	*	-	-	*	-	-	-	-	-	-
After 2 years of service															
1 week	2	2	3	1	1	2	4	3	1	2	1	*	3	1	-
Over 1 and under 2 weeks	1	1	1	*	*	1	*	1	1	*	*	1	*	-	-
2 weeks	76	66	72	86	87	89	90	85	92	90	54	23	54	75	80
Over 2 and under 3 weeks	11	14	16	5	6	4	2	8	1	3	24	35	27	15	10
3 weeks	7	8	7	6	6	3	4	1	5	4	13	17	16	8	9
Over 3 and under 4 weeks	*	-	*	-	-	*	-	*	-	-	-	-	-	-	-
4 weeks	3	8	1	*	-	*	-	1	*	-	6	23	-	-	-
Over 4 weeks	*	*	-	1	-	*	-	-	*	-	1	1	-	2	-
After 3 years of service															
1 week	1	1	2	*	*	1	2	3	*	*	1	-	2	1	-
Over 1 and under 2 weeks	*	1	1	-	*	*	*	1	-	*	*	1	*	-	-
2 weeks	73	63	70	84	81	87	88	83	91	86	50	19	51	71	72
Over 2 and under 3 weeks	7	4	12	6	6	4	2	7	2	4	14	9	19	15	10
3 weeks	14	21	13	8	12	7	8	4	7	9	25	43	24	11	17
Over 3 and under 4 weeks	1	1	1	*	-	*	-	1	*	-	1	4	1	-	-
4 weeks	3	8	1	*	*	*	-	1	*	-	7	23	1	-	1
Over 4 weeks	*	*	-	1	-	*	-	-	*	-	1	1	-	2	-
After 5 years of service															
1 week	*	-	1	*	*	*	-	1	-	*	1	-	2	1	-
Over 1 and under 2 weeks	*	-	*	-	-	-	-	-	-	-	*	-	*	-	-
2 weeks	39	35	41	51	20	45	53	45	49	23	29	3	37	54	15
Over 2 and under 3 weeks	7	5	13	5	6	6	5	10	4	2	11	6	17	7	13
3 weeks	46	48	40	40	70	46	40	40	45	70	47	63	39	30	71
Over 3 and under 4 weeks	1	2	1	2	*	*	*	1	-	*	3	4	2	6	-
4 weeks	4	10	3	1	3	2	2	3	1	4	8	24	3	-	1
Over 4 weeks	1	*	1	1	-	*	-	1	*	-	1	1	1	2	-

See footnote at end of table.

Table 36. Supplementary Pay Provisions: Paid Vacations—Continued

(Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals classified by type of ownership and formal provisions for paid vacations, United States and regions, March 1969)

Vacation policy	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Other nonprofessional employees—Continued														
Amount of vacation pay[1]—Continued															
After 10 years of service															
1 week	*	-	1	-	*	*	-	1	-	*	*	-	1	-	-
Over 1 and under 2 weeks	*	-	*	-	-	-	-	-	-	-	*	-	*	-	-
2 weeks	15	11	25	12	8	16	17	23	13	10	12	-	28	9	3
Over 2 and under 3 weeks	2	*	3	1	1	1	1	*	1	1	3	-	7	1	*
3 weeks	55	47	54	68	44	59	59	61	67	35	48	24	46	71	63
Over 3 and under 4 weeks	4	2	7	2	6	2	*	3	*	4	8	5	11	4	11
4 weeks	20	30	7	15	40	21	23	9	18	48	19	44	4	9	23
Over 4 and under 5 weeks	1	1	1	1	*	*	-	1	-	*	2	3	1	4	-
5 weeks	3	8	1	*	-	*	-	1	*	-	6	23	-	-	-
Over 5 weeks	*	*	*	1	-	*	-	-	*	-	1	1	1	2	-
After 15 years of service															
1 week	*	-	1	-	*	*	-	1	-	*	*	-	1	-	-
Over 1 and under 2 weeks	*	-	*	-	-	-	-	-	-	-	*	-	*	-	-
2 weeks	11	6	21	9	6	12	10	19	9	7	10	-	22	8	3
Over 2 and under 3 weeks	2	*	4	1	1	1	1	*	1	1	3	-	9	-	*
3 weeks	46	39	53	53	29	52	49	59	59	33	35	22	47	41	21
Over 3 and under 4 weeks	5	2	7	5	8	1	1	2	1	1	12	4	14	12	21
4 weeks	31	42	11	31	53	32	39	16	30	54	28	46	3	32	51
Over 4 and under 5 weeks	2	1	2	2	3	1	-	2	-	3	3	4	1	5	3
5 weeks	*	1	1	*	-	1	1	1	*	-	*	*	-	*	-
Over 5 and under 6 weeks	3	8	1	-	-	*	-	*	-	-	7	23	2	-	-
6 weeks or more	*	*	-	1	-	*	-	-	*	-	1	1	-	2	-
After 20 years of service															
1 week	*	-	1	-	*	*	-	1	-	*	*	-	1	-	-
Over 1 and under 2 weeks	*	-	*	-	-	-	-	-	-	-	*	-	*	-	-
2 weeks	11	5	21	9	6	11	9	19	9	7	10	-	22	8	3
Over 2 and under 3 weeks	2	*	4	1	1	1	1	*	1	1	3	-	9	-	*
3 weeks	36	28	45	40	23	41	35	49	45	29	27	16	39	32	9
Over 3 and under 4 weeks	3	1	6	1	4	*	-	1	*	-	8	2	13	3	13
4 weeks	42	53	20	43	62	44	53	26	44	58	38	53	11	41	71
Over 4 and under 5 weeks	3	2	2	3	4	1	*	2	-	4	5	4	2	10	4
5 weeks	1	1	1	2	-	1	2	1	*	-	1	*	-	4	-
Over 5 and under 6 weeks	3	8	1	-	*	*	-	*	-	*	7	23	2	-	-
6 weeks or more	*	*	-	1	-	*	-	-	*	-	1	1	-	2	-

[1] Vacation payments such as percent of annual earnings were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not reflect necessarily the individual establishment provisions for progression. For example, changes in proportions indicated at 10 years may include changes in provisions occurring between 5 and 10 years.

* Less than 0.5 percent.

Table 37. Supplementary Pay Provisions: Health, Insurance, and Retirement Plans

(Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals with specified health, insurance, and pension plans, by type of hospital ownership, United States and regions, March 1969)

Type of plan[1]	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Registered nurses														
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing:															
Life insurance	67	75	62	59	69	68	72	65	61	72	63	87	53	53	58
Accidental death and dismemberment insurance	39	37	37	34	50	43	40	41	39	59	24	24	28	20	24
Sickness and accident insurance, or sick leave, or both[2]	97	100	91	97	99	97	99	91	97	99	97	100	91	98	99
Sickness and accident insurance	11	10	8	14	11	12	12	10	14	13	7	2	3	15	7
Sick leave (full pay, no waiting period)	83	96	69	82	81	82	95	67	78	79	88	99	72	91	89
Sick leave (partial pay or waiting period)	11	2	18	12	15	12	2	19	15	16	8	-	18	5	11
Hospitalization insurance	88	92	89	78	92	88	91	90	79	92	87	99	86	73	92
Surgical insurance	80	80	81	74	90	79	76	83	74	89	84	98	78	72	92
Medical insurance	78	79	76	71	90	77	75	77	71	89	83	98	72	74	91
Catastrophe insurance	52	51	59	37	69	46	43	55	31	64	73	85	69	57	85
Retirement plans:															
Retirement pension or social security or both	94	94	90	94	97	93	93	89	94	97	97	100	93	97	99
Lump-sum retirement pay	5	4	7	5	3	5	4	10	4	4	3	1	2	7	-
Workmen's compensation	94	99	83	96	99	97	99	92	98	99	86	97	64	90	99
Unemployment insurance	14	11	11	9	29	12	2	13	8	37	19	49	7	13	5
No plans	*	-	-	-	*	*	-	-	-	*	-	-	-	-	-
	Professional and technical employees (except registered nurses)														
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing:															
Life insurance	67	75	63	62	64	70	74	69	66	68	59	83	53	52	54
Accidental death and dismemberment insurance	38	39	35	37	44	43	41	40	45	53	23	32	25	15	20
Sickness and accident insurance, or sick leave, or both[2]	97	99	92	98	99	97	99	92	97	99	97	100	92	99	99
Sickness and accident insurance	12	10	6	19	10	13	12	8	21	11	7	1	3	13	9
Sick leave (full pay, no waiting period)	85	98	69	83	85	84	97	68	80	81	88	100	71	92	94
Sick leave (partial pay or waiting period)	10	1	20	10	12	10	1	19	12	14	9	-	21	5	5
Hospitalization insurance	88	93	88	83	92	89	92	89	86	93	85	98	86	74	90
Surgical insurance	81	80	80	79	89	81	77	81	82	89	83	97	78	73	90
Medical insurance	79	79	75	75	89	78	76	77	75	89	81	97	72	75	88
Catastrophe insurance	52	54	58	37	69	46	47	53	30	67	70	90	69	57	73
Retirement plans:															
Retirement pension or social security or both	94	95	91	93	97	93	94	90	92	97	97	100	93	96	99
Lump-sum retirement pay	4	3	7	5	3	5	3	9	4	4	4	1	2	9	-
Workmen's compensation	94	99	82	96	100	98	100	93	98	99	85	98	62	91	100
Unemployment insurance	13	9	12	8	31	11	2	16	5	40	17	47	4	15	9
No plans	*	-	-	-	*	*	-	-	-	*	-	-	-	-	-

See footnotes at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 37. Supplementary Pay Provisions: Health, Insurance, and Retirement Plans—Continued

(Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals with specified health, insurance, and pension plans, by type of hospital ownership, United States and regions, March 1969)

Type of plan[1]	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
Office clerical employees															
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing:															
Life insurance	69	78	65	65	66	71	75	70	69	68	63	89	57	54	60
Accidental death and dismemberment insurance	38	36	38	38	43	44	39	42	47	53	24	26	31	16	19
Sickness and accident insurance, or sick leave, or both[2]	97	99	92	98	99	97	99	92	98	99	97	100	92	99	99
Sickness and accident insurance	12	12	6	19	11	15	15	8	21	13	5	2	1	13	6
Sick leave (full pay, no waiting period)	82	97	70	81	78	80	96	67	76	74	87	100	74	94	88
Sick leave (partial pay or waiting period)	12	2	20	13	17	13	2	20	17	20	9	-	18	3	11
Hospitalization insurance	88	94	86	83	93	90	92	88	87	93	85	99	83	72	92
Surgical insurance	81	81	77	78	90	80	76	79	81	89	81	99	74	71	92
Medical insurance	79	80	74	76	89	78	75	76	76	89	81	99	71	75	90
Catastrophe insurance	53	52	60	38	70	46	43	54	33	64	71	88	70	52	84
Retirement plans:															
Retirement pension or social security or both	95	95	93	97	97	94	94	91	96	97	98	100	95	99	98
Lump-sum retirement pay	5	3	8	5	2	5	3	11	5	4	3	*	3	7	-
Workmen's compensation	93	99	82	95	100	97	100	92	98	99	83	96	63	86	100
Unemployment insurance	13	13	10	9	28	11	2	14	7	37	18	55	4	14	7
No plans	*	-	-	-	*	*	-	-	-	*	-	-	-	-	-
Other nonprofessional employees															
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing:															
Life insurance	66	79	60	59	65	69	72	66	67	68	60	90	50	42	60
Accidental death and dismemberment insurance	35	33	34	33	43	42	38	41	43	53	21	23	25	12	23
Sickness and accident insurance, or sick leave, or both[2]	96	99	90	97	97	95	99	90	96	97	96	100	91	99	99
Sickness and accident insurance	10	10	5	17	9	13	14	8	18	11	6	2	1	14	7
Sick leave (full pay, no waiting period)	81	97	68	81	79	77	95	65	75	72	88	100	72	95	92
Sick leave (partial pay or waiting period)	12	2	19	12	16	15	3	21	17	21	7	-	17	2	6
Hospitalization insurance	85	93	83	78	91	87	90	87	83	91	82	97	79	67	90
Surgical insurance	79	82	77	73	89	78	74	80	76	88	80	97	72	67	90
Medical insurance	77	82	72	71	88	76	73	75	73	88	78	97	68	68	87
Catastrophe insurance	55	59	61	39	69	46	41	56	32	63	72	91	67	52	82
Retirement plans:															
Retirement pension or social security or both	95	96	92	95	96	93	94	89	95	96	97	100	95	97	97
Lump-sum retirement pay	4	2	7	5	1	5	3	9	5	2	3	*	6	5	-
Workmen's compensation	92	99	80	94	99	97	99	92	98	99	83	98	63	86	99
Unemployment insurance	17	23	10	10	31	13	3	15	8	41	22	57	4	14	10
No plans	*	-	*	-	*	*	-	*	-	1	-	-	-	-	-

[1] Includes only those plans for which at least part of the cost is borne by the employer.
[2] Unduplicated total of employees receiving sick leave or sickness and accident insurance shown separately.
* Less than 0.5 percent.

Table 38. Labor-Management Contract Status: Non-Federal Hospitals

(Non-Federal hospitals: Percent of hospitals and full-time employees in selected occupational groups in hospitals classified by type of ownership and by coverage under collective bargaining agreements, United States and regions, March 1969)

Coverage under collective bargaining agreement	United States		Northeast		South		North Central		West	
	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees
Registered nurses										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	5	9	7	11	*	1	9	13	8	13
Some but minority of employees covered	1	1	*	1	*	1	1	2	2	1
No collective bargaining agreements	94	89	93	89	99	97	91	85	90	86
Professional and technical employees (except registered nurses)										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	2	4	3	4	*	2	2	4	2	5
Some but minority of employees covered	1	2	1	1	*	1	1	2	2	5
No collective bargaining agreements	98	94	96	94	99	97	97	93	96	90
Office clerical employees										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	3	7	7	14	*	2	4	8	1	3
Some but minority of employees covered	1	2	1	3	*	2	1	3	2	3
No collective bargaining agreements	97	90	92	84	99	96	96	90	97	95
Other nonprofessional employees										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	6	13	13	23	*	3	9	17	6	11
Some but minority of employees covered	3	5	2	4	*	3	3	7	6	9
No collective bargaining agreements	91	81	86	73	99	94	88	76	88	80

* Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 39. Labor-Management Contract Status: Nongovernment Hospitals

(Nongovernment hospitals: Percent of hospitals and full-time employees in selected occupational groups in hospitals classified by type of ownership and by coverage under collective bargaining agreements, United States and regions, March 1969)

Coverage under collective bargaining agreement	United States		Northeast		South		North Central		West	
	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees
Registered nurses										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	4	6	2	2	-	-	9	10	9	13
Some but minority of employees covered	1	1	-	-	-	-	1	2	2	1
No collective bargaining agreements	95	93	98	98	100	100	90	88	89	86
Professional and technical employees (except registered nurses)										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	1	1	*	*	-	-	1	1	1	5
Some but minority of employees covered	1	2	*	1	-	-	1	3	3	6
No collective bargaining agreements	98	97	99	99	100	100	98	96	96	89
Office clerical employees										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	1	2	1	3	-	-	3	3	1	2
Some but minority of employees covered	1	2	1	2	-	-	*	1	2	3
No collective bargaining agreements	98	96	97	94	100	100	97	96	97	96
Other nonprofessional employees										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	5	9	8	12	*	*	9	13	7	12
Some but minority of employees covered	2	3	1	2	*	1	3	5	6	8
No collective bargaining agreements	93	87	91	86	99	99	89	82	87	80

* Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 40. Labor-Management Contract Status: State and Local Government Hospitals

(State and local government hospitals: Percent of hospitals and full-time employees in selected occupational groups in hospitals classified by type of ownership and by coverage under collective bargaining agreements, United States and regions, March 1969)

Coverage under collective bargaining agreement	United States		Northeast		South		North Central		West	
	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees
Registered nurses										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	8	22	28	45	1	4	8	24	7	14
Some but minority of employees covered	1	3	2	4	*	5	1	1	-	-
No collective bargaining agreements	92	76	70	51	99	91	92	75	93	86
Professional and technical employees (except registered nurses)										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	4	13	15	25	1	6	4	14	3	6
Some but minority of employees covered	1	3	3	5	*	3	1	1	1	1
No collective bargaining agreements	95	85	81	70	98	90	96	85	97	94
Office clerical employees										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	6	19	29	54	1	5	5	20	3	5
Some but minority of employees covered	1	5	3	4	*	6	1	6	2	2
No collective bargaining agreements	93	76	68	43	98	89	94	74	96	93
Other nonprofessional employees										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	8	21	32	41	1	6	8	24	3	9
Some but minority of employees covered	4	8	6	7	1	6	5	12	5	12
No collective bargaining agreements	89	71	62	52	98	89	87	65	91	79

* Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 41. Perquisites: Occupational Groups, United States and Regions

(Non-Federal hospitals: Percent of nonsupervisory employees in hospitals[1] classified by type of ownership and selected perquisites provided, March 1969)

Perquisite	United States			Northeast			South			North Central			West		
	Hospitals—														
	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government
	General duty registered nurses														
Free meals and lodging:															
Meals only	6	5	7	6	6	6	6	6	6	6	4	10	4	3	4
Lodging only	*	*	*	-	-	-	*	-	1	*	*	-	-	-	-
Meals and lodging	*	*	*	-	-	-	*	*	-	*	*	*	-	-	-
Free uniforms and laundering:															
Uniforms only	1	1	1	1	1	2	*	*	-	*	-	1	2	3	-
Laundering only	16	10	30	19	11	40	19	12	31	15	11	25	9	3	23
Uniforms and laundering	1	1	2	1	1	1	1	1	1	1	2	1	3	2	6
Monetary allowance in lieu of uniforms and/or laundering	4	3	7	12	8	24	1	1	1	1	-	4	1	1	-
No perquisites	72	80	52	62	75	27	72	79	60	76	82	60	82	89	64
	Practical nurses														
Free meals and lodging:															
Meals only	6	5	7	6	6	6	7	7	6	6	4	11	3	3	4
Lodging only	*	*	*	*	*	-	*	-	1	-	-	-	-	-	-
Meals and lodging	*	*	*	-	-	-	*	*	-	*	-	1	-	-	-
Free uniforms and laundering:															
Uniforms only	1	*	1	1	1	2	1	*	1	*	-	1	-	-	-
Laundering only	16	10	29	19	11	42	19	12	32	14	11	21	8	3	18
Uniforms and laundering	3	2	4	2	2	3	3	3	3	3	2	5	4	2	6
Monetary allowance in lieu of uniforms and/or laundering	4	3	7	12	8	24	1	1	1	1	*	4	1	1	-
No perquisites	70	79	51	61	73	26	70	77	59	74	81	57	82	89	65
	Nursing aids														
Free meals and lodging:															
Meals only	6	5	7	6	6	6	6	7	6	6	4	10	4	3	4
Lodging only	*	*	*	-	-	-	*	-	1	-	-	-	-	-	-
Meals and lodging	*	1	-	*	*	-	*	*	-	-	-	-	-	-	-
Free uniforms and laundering:															
Uniforms only	3	4	1	5	7	2	2	1	2	3	4	1	1	1	-
Laundering only	12	6	26	11	2	37	15	8	26	11	8	19	9	3	21
Uniforms and laundering	16	18	11	25	30	11	11	12	9	14	14	14	9	8	10
Monetary allowance in lieu of uniforms and/or laundering	4	3	8	9	4	24	3	3	3	3	3	4	1	1	-
No perquisites	59	66	45	44	53	18	65	71	54	62	66	53	75	83	56

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 41. Perquisites: Occupational Groups, United States and Regions—Continued

(Non-Federal hospitals: Percent of nonsupervisory employees in hospitals[1] classified by type of ownership and selected perquisites provided, March 1969)

Perquisite	United States			Northeast			South			North Central			West		
	Hospitals—														
	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government	Non-Federal	Non-government	State and local government
	Kitchen helpers														
Free meals and lodging:															
Meals only	19	21	15	16	19	7	22	25	17	15	15	15	30	30	28
Lodging only	*	-	*	-	-	-	*	-	1	-	-	-	-	-	-
Meals and lodging	*	*	1	*	*	-	1	*	1	*	-	1	*	*	-
Free uniforms and laundering:															
Uniforms only	4	5	2	6	8	3	3	3	2	3	4	2	3	4	-
Laundering only	12	5	28	11	2	35	15	8	27	11	7	22	10	3	26
Uniforms and laundering	29	32	23	46	48	40	23	28	15	21	22	16	25	23	28
Monetary allowance in lieu of uniforms and/or laundering	2	2	3	2	2	-	3	2	4	3	3	4	1	1	-
No perquisites	41	44	33	28	32	17	42	43	39	50	53	41	46	51	33
	Maids and porters														
Free meals and lodging:															
Meals only	6	6	6	6	6	6	7	7	6	6	5	9	4	4	3
Lodging only	*	-	*	-	-	-	*	-	1	-	-	-	-	-	-
Meals and lodging	*	*	*	*	*	-	*	*	-	*	-	1	-	-	-
Free uniforms and laundering:															
Uniforms only	5	6	2	8	10	2	3	4	3	5	6	1	2	3	-
Laundering only	11	6	24	10	2	32	15	8	27	11	9	16	9	3	23
Uniforms and laundering	28	31	22	44	46	36	22	27	14	20	22	14	26	23	33
Monetary allowance in lieu of uniforms and/or laundering	3	3	3	2	2	-	3	2	4	4	4	4	2	3	-
No perquisites	48	50	42	31	34	22	52	55	47	56	56	56	56	63	38
	Laundry workers														
Free meals and lodging:															
Meals only	4	3	5	4	4	4	4	3	5	5	3	9	2	1	3
Lodging only	*	-	*	-	-	-	*	-	1	-	-	-	-	*	-
Meals and lodging	*	*	-	*	*	-	-	-	-	-	-	-	-	-	-
Free uniforms and laundering:															
Uniforms only	2	2	2	3	4	2	2	1	2	2	2	1	1	1	1
Laundering only	11	5	23	10	3	31	13	9	21	10	7	17	9	3	23
Uniforms and laundering	20	22	16	32	32	30	13	16	8	16	20	7	15	11	25
Monetary allowance in lieu of uniforms and/or laundering	1	1	1	*	*	-	1	1	1	2	2	1	-	-	-
No perquisites	44	47	37	31	35	20	44	44	45	56	58	50	44	52	25

[1] Tabulation is limited to hospitals having workers in the 6 occupational groups. Percentages are based on the total employment in hospitals providing selected perquisites to a majority of the workers in the respective groups.

* Less than 0.5 percent.

Table 42. Employees on a 14-Day Work Schedule,[1] United States and Regions: Non-Federal Hospitals

(Non-Federal hospitals: Number of hospitals, full-time employment, and full-time nonsupervisory employees in selected occupational groups regularly employed on a 14-day work schedule, March 1969)

Region	Total			Hospitals with nonsupervisory employees who worked over 80 hours		Hospitals with nonsupervisory employees who worked over 8 hours at least 1 day	
	Hospitals	Full-time employees	Nonsupervisory employees on a 14-day work schedule	Hospitals	Nonsupervisory employees	Hospitals	Nonsupervisory employees
	Total[2]						
United States	2,161	324,217	297,743	1,607	28,599	1,500	32,429
Northeast	209	41,629	32,283	145	2,617	156	2,479
South	879	96,886	89,627	574	9,542	505	9,739
North Central	749	139,522	135,270	631	12,180	609	15,845
West	324	46,180	40,563	257	4,260	230	4,366
	Registered nurses						
United States	2,067	56,554	54,333	1,074	7,145	1,108	7,213
Northeast	196	8,472	8,226	97	907	97	813
South	851	14,026	12,874	349	1,753	358	1,658
North Central	702	23,656	23,819	479	2,833	477	3,205
West	318	10,400	9,414	149	1,652	176	1,537
	Professional and technical employees (except registered nurses)						
United States	1,651	20,932	20,194	660	2,562	694	2,768
Northeast	135	2,282	2,150	61	343	60	323
South	678	4,915	4,526	287	762	300	818
North Central	593	11,167	10,989	207	1,078	235	1,217
West	245	2,568	2,529	105	379	99	410
	Office clerical employees						
United States	1,614	39,159	36,117	646	2,934	682	3,215
Northeast	131	4,370	3,640	70	304	70	273
South	613	10,788	9,600	156	936	194	1,027
North Central	637	18,619	17,675	272	1,310	294	1,582
West	233	5,382	5,202	148	384	124	333
	Other nonprofessional employees						
United States	1,913	207,572	187,099	1,190	15,958	1,293	19,233
Northeast	172	26,505	18,267	114	1,063	97	1,070
South	773	67,157	62,627	406	6,091	465	6,236
North Central	689	86,080	82,787	504	6,959	528	9,841
West	279	27,830	23,418	166	1,845	203	2,086

[1] Approximately 145 hospitals visited, representing an estimated 647 hospitals, reported that they used the 14-day work schedule for some employees. They were unable to provide information, however, on the number of employees on such schedules or whether they worked over 80 hours in a 2-week period or over 8 hours in a day. These hospitals were not included in the above tabulations.

[2] Unduplicated number of hospitals which had nonsupervisory employees on a 14-day work schedule in any of the 4 categories listed below. The employment counts are the sum of the 4 categories.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 43. Employees on a 14-Day Work Schedule,[1] United States and Regions: Nongovernment Hospitals

(Nongovernment hospitals: Number of hospitals, full-time employment, and full-time nonsupervisory employees in selected occupational groups regularly employed on a 14-day work schedule, March 1969)

Region	Total			Hospitals with nonsupervisory employees who worked over 80 hours		Hospitals with nonsupervisory employees who worked over 8 hours at least 1 day	
	Hospitals	Full-time employees	Nonsupervisory employees on a 14-day work schedule	Hospitals	Nonsupervisory employees	Hospitals	Nonsupervisory employees
	Total[2]						
United States	1,437	220,142	198,549	1,080	20,106	984	23,857
Northeast	165	26,873	21,452	130	2,499	128	2,344
South	546	57,176	50,045	356	4,741	277	5,846
North Central	524	104,934	101,090	454	9,146	428	12,203
West	202	31,159	25,962	140	3,720	151	3,464
	Registered nurses						
United States	1,345	42,427	40,642	721	5,432	775	5,536
Northeast	152	6,511	6,467	82	867	82	770
South	518	9,988	9,090	181	937	231	1,144
North Central	479	18,324	18,467	338	2,194	353	2,433
West	196	7,604	6,618	120	1,434	109	1,189
	Professional and technical employees (except registered nurses)						
United States	1,081	15,924	15,299	473	2,016	478	2,050
Northeast	116	2,035	1,956	61	343	60	323
South	371	3,026	2,667	164	453	167	441
North Central	435	9,100	8,922	166	937	178	1,025
West	159	1,763	1,754	82	283	73	261
	Office clerical employees						
United States	1,024	27,492	24,550	415	1,972	458	2,385
Northeast	114	3,440	2,940	68	296	68	261
South	306	6,504	5,206	93	391	101	576
North Central	454	14,071	13,107	161	1,031	203	1,281
West	150	3,477	3,297	93	254	86	267
	Other nonprofessional employees						
United States	1,220	134,299	118,058	809	10,686	906	13,886
Northeast	126	14,887	10,089	92	993	93	9990
South	440	37,658	33,082	208	2,960	277	3,685
North Central	484	63,439	60,594	387	4,984	412	7,464
West	170	18,315	14,293	122	1,749	124	1,747

[1] Approximately 115 hospitals visited, representing an estimated 484 hospitals, reported that they used the 14-day work schedule for some employees. They were unable to provide information, however, on the number of employees on such schedules or whether they worked over 80 hours in a 2-week period or over 8 hours in a day. These hospitals were not included in the above tabulations.

[2] Unduplicated number of hospitals which had nonsupervisory employees on a 14-day work schedule in any of the 4 categories listed below. The employment counts are the sum of the 4 categories.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 44. Employees on a 14-Day Work Schedule,[1] United States and Regions: State and Local Government Hospitals

(State and local government hospitals: Number of hospitals, full-time employment, and full-time nonsupervisory employees in selected occupational groups regularly employed on a 14-day work schedule, March 1969)

Region	Total			Hospitals with nonsupervisory employees who worked over 80 hours		Hospitals with nonsupervisory employees who worked over 8 hours at least 1 day	
	Hospitals	Full-time employees	Nonsupervisory employees on a 14-day work schedule	Hospitals	Nonsupervisory employees	Hospitals	Nonsupervisory employees
	Total[2]						
United States	724	104,075	99,194	527	8,493	516	8,572
Northeast	44	14,756	10,831	15	118	28	135
South	333	39,710	39,582	218	4,801	228	3,893
North Central	225	34,588	34,180	177	3,034	181	3,642
West	122	15,021	14,601	117	540	79	902
	Registered nurses						
United States	722	14,127	13,691	353	1,713	333	1,677
Northeast	44	1,961	1,759	15	40	15	43
South	333	4,038	3,784	168	816	127	514
North Central	223	5,332	5,352	141	639	124	772
West	122	2,796	2,796	29	218	67	348
	Professional and technical employees (except registered nurses)						
United States	570	5,008	4,895	187	546	216	718
Northeast	19	247	194	-	-	-	-
South	307	1,889	1,859	123	309	133	377
North Central	158	2,067	2,067	41	141	57	192
West	86	805	775	23	96	26	149
	Office clerical employees						
United States	590	11,667	11,567	231	962	224	830
Northeast	17	930	700	2	8	2	12
South	307	4,284	4,394	63	545	93	451
North Central	183	4,548	4,568	111	279	91	301
West	83	1,905	1,905	55	130	38	66
	Other nonprofessional employees						
United States	693	73,273	69,041	381	5,272	387	5,347
Northeast	46	11,618	8,178	22	70	4	80
South	333	29,499	29,545	198	3,131	188	2,551
North Central	205	22,641	22,193	117	1,975	116	2,377
West	109	9,515	9,125	44	96	79	339

[1] Approximately 30 hospitals visited, representing an estimated 163 hospitals, reported that they used the 14-day work schedule for some employees. They were unable to provide information, however, on the number of employees on such schedules or whether they worked over 80 hours in a 2-week period or over 8 hours in a day. These hospitals were not included in the above tabulations.

[2] Unduplicated number of hospitals which had nonsupervisory employees on a 14-day work schedule in any of the 4 occupational categories listed below. The employment counts are the sum of the 4 categories.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 45. Hourly Earnings in July 1966: Selected Metropolitan Areas

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings [1])

Average hourly earnings [1]	Northeast				South					
	Boston	Buffalo	New York City	Philadelphia	Atlanta	Baltimore	Dallas	Memphis	Miami	Washington
Under $1.00	*	1.6	.1	1.0	3.4	.1	4.7	1.5	*	*
Under $1.05	.1	1.6	.1	1.8	10.5	1.2	6.5	5.7	1.8	.1
Under $1.10	.2	1.7	.1	2.1	13.9	1.7	7.3	7.7	3.2	.2
Under $1.15	.3	1.7	.1	3.0	19.1	2.9	8.8	10.1	4.4	.3
Under $1.20	.3	1.7	.1	4.1	24.3	4.4	11.1	16.6	6.7	1.2
Under $1.25	.4	1.7	.2	6.2	28.6	6.1	16.4	20.8	9.0	3.1
Under $1.30	.4	2.5	.2	11.5	37.3	12.6	31.7	30.9	20.9	6.9
Under $1.35	4.0	2.7	.3	16.9	42.5	17.0	39.3	38.9	26.0	10.3
Under $1.40	6.0	3.9	.4	22.1	45.7	22.0	43.2	47.3	34.6	15.3
Under $1.45	12.0	5.0	1.0	27.4	50.4	26.1	47.6	53.8	40.9	21.2
Under $1.50	15.1	5.3	1.5	31.7	52.8	29.3	49.8	56.8	42.6	23.9
Under $1.55	21.1	12.6	1.8	36.0	57.0	33.1	53.5	60.2	48.6	29.3
Under $1.60	24.5	17.3	3.1	41.7	60.4	35.7	57.3	63.7	52.9	32.7
Under $1.65	28.6	22.2	4.5	47.0	63.2	38.9	60.3	67.4	55.6	35.1
Under $1.70	32.1	27.3	7.5	49.8	65.4	40.4	62.0	70.6	58.3	37.9
Under $1.75	34.8	32.0	12.7	53.9	67.7	44.2	65.6	73.1	59.5	42.0
Under $1.80	38.9	35.3	16.8	57.2	69.1	48.2	68.5	75.1	63.3	44.1
Under $1.85	43.2	38.8	20.0	59.2	70.4	53.9	70.3	77.3	65.5	46.9
Under $1.90	46.9	41.3	23.2	61.6	71.7	57.0	72.5	78.6	67.5	49.1
Under $1.95	49.3	43.9	26.7	63.2	72.6	59.7	73.9	80.1	69.1	51.4
Under $2.00	51.4	46.0	29.4	65.6	73.5	61.9	75.5	81.1	69.6	53.5
Under $2.10	58.7	51.5	37.8	70.2	75.6	68.6	78.7	83.1	72.4	57.5
Under $2.20	63.0	56.4	48.9	75.4	78.5	73.5	80.6	84.7	74.5	60.9
Under $2.30	68.6	62.1	55.5	80.2	80.9	76.8	82.1	86.3	77.6	63.8
Under $2.40	72.1	66.6	62.7	84.0	85.7	80.4	85.1	88.7	83.1	69.2
Under $2.50	76.7	69.3	69.7	88.1	88.7	83.2	87.5	91.4	86.5	74.9
Under $2.60	82.5	74.7	74.0	91.5	92.7	86.8	89.9	94.3	92.7	80.3
Under $2.70	86.6	81.0	76.8	93.2	94.4	89.2	92.2	95.9	94.5	85.3
Under $2.80	89.4	85.9	79.0	95.0	95.9	91.3	94.6	97.6	96.7	87.9
Under $2.90	91.3	90.9	81.7	96.2	97.2	93.4	96.5	98.0	97.7	90.4
Under $3.00	93.3	92.9	84.2	96.8	97.5	94.7	97.1	98.2	97.9	91.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	42.2	14.9	98.6	46.9	7.8	23.1	8.4	8.4	9.5	16.1
Average hourly earnings [1]	$2.07	$2.13	$2.36	$1.83	$1.62	$1.89	$1.65	$1.60	$1.75	$2.16

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 45. Hourly Earnings in July 1966: Selected Metropolitan Areas—Continued

(Non-Federal hospitals: Cumulative percentage distribution of nonsupervisory employees by average straight-time hourly earnings[1])

Average hourly earnings[1]	North Central						West				
	Chicago	Cincinnati	Cleveland	Detroit	Minneapolis–St. Paul	St. Louis	Denver	Los Angeles–Long Beach and Anaheim–Santa Ana–Garden Grove	Portland	San Francisco–Oakland	Seattle–Everett
Under $1.00	.2	*	*	.1	.4	1.4	.4	–	*	–	*
Under $1.05	.5	.5	.6	.1	.9	2.4	2.2	*	*	*	*
Under $1.10	.7	1.0	.7	.2	1.0	2.9	2.6	*	*	*	*
Under $1.15	1.0	2.1	1.3	.4	1.3	3.9	3.3	*	*	*	.1
Under $1.20	1.4	3.2	1.8	1.1	1.8	4.4	6.2	.1	*	*	.1
Under $1.25	1.9	4.6	2.7	2.9	1.8	6.2	7.7	.1	*	*	.1
Under $1.30	5.3	10.9	7.3	5.2	2.1	9.3	11.3	.2	*	*	.6
Under $1.35	8.0	15.1	11.2	6.6	2.2	16.8	13.6	2.3	*	*	1.0
Under $1.40	11.4	20.8	15.1	11.2	2.5	23.7	18.4	4.0	.1	.1	1.5
Under $1.45	15.1	24.8	20.0	13.3	2.9	31.6	22.8	6.5	.5	.1	2.8
Under $1.50	18.4	29.3	25.4	18.7	3.4	37.7	25.8	8.0	1.0	.3	4.4
Under $1.55	24.0	32.9	30.9	23.2	4.3	42.8	30.2	10.8	2.0	.5	6.4
Under $1.60	27.4	38.6	34.7	27.2	5.7	48.7	33.2	13.6	3.4	.9	9.5
Under $1.65	31.8	41.3	38.1	32.0	6.9	53.2	37.1	16.4	6.0	1.0	13.6
Under $1.70	35.4	46.4	42.4	36.0	10.1	55.4	40.1	18.9	9.4	1.1	18.2
Under $1.75	39.2	50.2	46.3	40.7	16.3	61.7	43.5	22.0	19.4	1.4	23.3
Under $1.80	42.7	53.8	49.5	43.8	22.8	64.0	47.1	25.8	27.0	1.6	28.7
Under $1.85	45.4	56.6	52.5	46.0	37.3	67.8	48.9	27.5	39.5	4.1	34.5
Under $1.90	48.3	59.2	54.8	48.3	48.0	69.4	54.1	31.2	45.2	5.5	40.3
Under $1.95	50.5	63.6	58.6	50.6	53.8	72.3	55.6	33.2	50.1	9.0	45.2
Under $2.00	52.4	65.6	62.4	52.6	57.4	73.9	57.9	37.5	55.2	13.8	48.9
Under $2.10	58.0	71.1	68.0	56.2	62.8	76.6	61.6	43.1	62.2	26.8	54.7
Under $2.20	62.9	74.3	72.0	59.4	65.8	78.8	65.0	49.4	66.0	38.3	58.7
Under $2.30	67.4	79.1	74.5	61.9	68.1	81.5	68.0	54.6	67.8	47.2	61.2
Under $2.40	71.3	83.1	77.4	64.7	72.0	84.6	72.9	59.5	70.1	54.2	63.5
Under $2.50	74.7	85.2	80.0	68.5	77.4	86.9	79.8	63.9	74.4	58.1	65.8
Under $2.60	78.1	88.8	82.8	72.0	82.0	90.3	83.5	67.9	80.6	63.3	71.5
Under $2.70	81.5	91.5	86.5	78.2	86.8	93.5	87.6	73.5	87.3	67.4	78.0
Under $2.80	84.8	93.6	90.3	81.4	90.6	95.1	91.4	77.5	90.4	71.8	85.3
Under $2.90	88.7	95.3	92.8	85.6	93.2	96.3	93.5	81.0	94.6	76.4	91.1
Under $3.00	90.9	96.3	95.2	88.6	94.5	97.5	94.5	85.1	95.5	79.8	93.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	63.7	13.3	23.3	39.7	18.7	25.9	14.0	58.5	6.4	23.3	9.8
Average hourly earnings[1]	$2.07	$1.87	$1.93	$2.10	$2.13	$1.77	$1.98	$2.32	$2.10	$2.51	$2.18

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 46. Hourly Earnings in July 1966: Selected Occupational Groups by Sex

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] United States)

Average hourly earnings[1]	Kitchen helpers			Laundry workers			Maids and porters			Nursing aids			Practical nurses			General duty registered nurses		
	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women
Under $1.00	10.9	7.1	11.8	9.6	3.8	11.4	10.9	7.3	13.1	8.4	4.8	9.0	.8	2.7	.8	.1	-	.1
Under $1.05	17.4	12.1	18.7	14.4	6.4	16.8	15.7	10.7	18.8	12.7	8.3	13.5	1.6	3.7	1.5	.1	-	.1
Under $1.10	20.8	13.6	22.5	16.6	8.0	19.3	18.5	12.5	22.2	16.1	11.0	16.9	2.1	4.9	2.0	.1	-	.1
Under $1.15	23.5	16.6	25.2	19.4	9.9	22.4	20.8	14.3	24.7	19.4	13.0	20.4	2.6	7.9	2.5	.1	-	.1
Under $1.20	28.7	19.8	30.9	25.5	13.7	29.2	25.2	17.3	30.0	24.1	17.2	25.2	4.6	12.3	4.5	.1	-	.1
Under $1.25	33.1	23.5	35.4	30.0	16.3	34.3	29.3	20.8	34.5	28.2	20.7	29.4	6.1	13.6	5.9	.1	-	.1
Under $1.30	42.4	31.2	45.1	37.3	21.0	42.3	37.3	27.5	43.2	35.1	26.3	36.5	8.7	16.2	8.5	.1	-	.1
Under $1.35	49.0	37.0	52.0	42.1	23.4	47.9	43.7	32.9	50.2	41.1	30.0	42.9	10.0	17.0	9.8	.2	-	.2
Under $1.40	55.5	42.5	58.7	48.1	26.4	54.8	49.9	38.8	56.7	47.8	35.8	49.7	13.0	23.3	12.8	.2	-	.2
Under $1.45	60.9	46.9	64.4	53.5	30.6	60.6	55.7	43.8	62.9	54.2	41.8	56.2	16.8	28.0	16.6	.2	-	.2
Under $1.50	65.5	51.0	69.1	58.9	36.6	65.8	59.9	47.4	67.5	58.2	46.1	60.1	19.8	32.4	19.5	.2	-	.2
Under $1.55	70.4	56.2	73.9	64.7	42.6	71.5	65.0	52.6	72.5	63.7	51.9	65.6	24.9	38.3	24.6	.3	-	.3
Under $1.60	74.2	60.3	77.7	69.0	46.8	76.0	68.5	56.8	75.7	67.9	56.3	69.8	30.0	42.1	29.8	.4	-	.4
Under $1.65	77.5	65.0	80.6	72.4	51.0	79.1	71.7	60.8	78.4	72.0	60.6	73.8	35.5	43.5	35.4	.4	-	.4
Under $1.70	80.6	69.5	83.3	75.3	54.2	81.8	75.0	64.4	81.5	75.0	63.9	76.8	39.9	47.0	39.8	.5	-	.5
Under $1.75	83.4	73.8	85.8	78.4	58.2	84.7	78.2	68.6	84.2	78.9	68.4	80.6	45.0	52.5	44.9	.8	-	.8
Under $1.80	85.5	77.0	87.6	80.7	61.8	86.6	81.1	72.4	86.4	81.7	72.1	83.3	50.3	55.1	50.2	1.1	-	1.1
Under $1.85	87.6	79.9	89.5	83.7	65.7	89.4	83.6	75.7	88.4	84.4	76.5	85.7	54.9	57.9	54.8	1.9	-	1.9
Under $1.90	89.2	82.4	90.9	86.1	69.6	91.3	85.4	78.7	89.6	86.6	79.3	87.8	60.0	63.1	59.9	2.9	-	2.9
Under $1.95	91.1	85.3	92.6	87.8	71.7	92.8	87.3	81.3	91.0	88.1	81.9	89.1	64.4	65.7	64.3	4.1	1.2	4.1
Under $2.00	92.3	87.5	93.5	89.0	74.0	93.6	88.9	83.6	92.1	89.5	83.7	90.5	68.6	67.7	68.6	5.6	1.3	5.6
Under $2.10	94.8	91.6	95.6	92.0	80.2	95.7	91.9	87.3	94.7	92.2	87.8	92.9	75.3	72.3	75.4	10.5	7.5	10.6
Under $2.20	97.8	96.7	98.1	93.6	84.2	96.5	95.0	91.7	97.0	94.3	91.5	94.8	81.1	78.1	81.1	17.2	13.4	17.2
Under $2.30	98.5	97.8	98.6	95.7	87.4	98.3	96.5	94.2	97.8	96.0	94.1	96.3	86.0	81.8	86.0	24.6	18.5	24.6
Under $2.40	99.1	98.9	99.1	97.2	90.4	99.3	97.6	95.3	98.9	97.8	96.5	98.0	89.6	84.4	89.7	35.1	29.1	35.1
Under $2.50	99.4	99.5	99.4	98.1	93.0	99.8	98.1	96.2	99.2	98.7	97.6	98.9	93.1	87.9	93.2	45.4	37.7	45.4
Under $2.60	99.6	99.7	99.6	98.7	95.0	99.9	98.6	97.2	99.5	99.1	98.4	99.2	95.3	90.0	95.4	56.5	44.2	56.5
Under $2.70	99.9	99.9	99.9	99.4	97.4	100.0	99.5	98.9	99.9	99.7	99.6	99.7	97.0	92.2	97.1	65.7	50.2	65.8
Under $2.80	100.0	99.9	100.0	99.8	99.0	100.0	99.7	99.3	99.9	99.8	99.8	99.8	98.1	93.8	98.2	73.5	53.0	73.5
Under $2.90	100.0	100.0	100.0	100.0	99.8	100.0	99.8	99.6	99.9	99.8	99.9	99.8	98.8	94.8	98.9	80.2	60.8	80.2
Under $3.00	100.0	100.0	100.0	100.0	99.8	100.0	99.8	99.7	99.9	99.9	99.9	99.8	99.3	97.0	99.4	84.8	67.1	84.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	115.9	22.8	93.1	20.3	4.8	15.5	137.8	52.3	85.5	328.4	45.4	283.1	145.7	2.8	142.9	244.1	.6	243.4
Average hourly earnings[1]	$1.40	$1.52	$1.37	$1.46	$1.69	$1.38	$1.45	$1.57	$1.37	$1.47	$1.58	$1.45	$1.84	$1.81	$1.84	$2.60	$2.76	$2.60

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 47. Matched Hospitals: Hourly Earnings and Weekly Hours of Work, United States and Regions

(Non-Federal hospitals: Percent distribution of nonsupervisory employees by average straight-time hourly earnings[1] and weekly hours of work in hospitals which were included in both the 1966 and 1969 surveys and average degree of wage impact of minimum wage, July 1966 and March 1969)

Item	United States		Northeast		South		North Central		West	
	1966	1969	1966	1969	1966	1969	1966	1969	1966	1969
Average hourly earnings[1]										
Under $1.00	3.1	*	.6	*	10.1	*	1.3	*	.1	-
$1.00 and under $1.15	2.8	*	.9	*	7.2	*	2.2	*	.1	-
$1.15 and under $1.30	6.7	.4	2.5	.1	15.8	1.5	6.4	*	1.2	.1
$1.30 and under $1.45	9.8	3.4	7.2	.5	15.0	9.6	11.8	2.8	3.5	.2
$1.45 and under $1.60	9.5	3.3	8.7	.5	10.7	8.6	12.1	3.0	4.8	.9
$1.60 and under $2.00	23.4	19.2	22.6	13.1	17.8	31.4	28.8	20.5	25.4	9.4
$2.00 and under $2.50	22.6	26.3	30.0	26.6	13.9	21.3	17.8	30.8	28.6	26.5
$2.50 or more	22.1	47.3	27.3	59.1	9.5	27.6	19.5	42.8	36.3	62.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Average hourly earnings[1]	$1.99	$2.62	$2.16	$2.80	$1.63	$2.21	$1.93	$2.60	$2.33	$2.98
Average degree of impact[2]	.3	.1	.1	*	1.1	.5	.1	.1	*	*
Weekly hours of work										
Under 15	3.4	4.3	3.7	4.7	2.1	2.7	5.1	6.3	2.1	2.9
15 and under 35	12.0	15.2	12.6	16.2	8.3	12.3	15.8	17.5	10.5	13.9
35 and including 40	73.5	72.0	75.0	71.4	75.9	76.4	63.1	65.2	83.7	77.4
Over 40 and including 44	5.9	5.3	3.9	4.2	7.2	4.9	9.6	7.7	1.9	4.3
Over 44 and including 48	3.4	2.0	3.0	2.2	4.4	2.2	4.3	2.1	1.3	1.1
Over 48	1.8	1.2	1.8	1.2	2.1	1.6	2.1	1.2	.6	.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Average weekly hours	37.4	36.2	36.9	35.5	38.8	37.6	36.5	35.4	37.7	36.7
Aggregate hours (in thousands)	21,469.8	25,066.5	7,174.9	8,201.4	5,711.3	6,775.1	5,376.4	6,220.1	3,207.2	3,870.0
Number of employees	573,692	692,726	194,378	231,224	147,153	180,393	147,114	175,569	95,047	105,540
Number of hospitals	1,068		294		332		261		181	

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

[2] Figure for 1966 relates to impact of $1.00 minimum wage on weekly wage bill; figure for 1969 relates to impact of $1.45 minimum wage on weekly wage bill.

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 48. Matched Hospitals: Hourly Earnings and Weekly Hours of Work, by Wage Impact Group

(Non-Federal Hospitals: Percent distribution of nonsupervisory employees by average straight-time hourly earnings[1] and weekly hours of work in hospitals which were included in both the 1966 and 1969 surveys classified by degree of wage impact of $1.00 minimum wage as of July 1966, United States, July 1966 and March 1969)

Item	Total		Hospitals with—							
			No wage impact		Low wage impact		Medium wage impact		High wage impact	
	1966	1969	1966	1969	1966	1969	1966	1969	1966	1969
Average hourly earnings[1]										
Under $1.00	3.1	*	-	*	2.3	*	22.2	.1	45.1	.3
$1.00 and under $1.15	2.8	*	1.2	*	7.3	*	13.7	.1	6.8	.1
$1.15 and under $1.30	6.7	.4	5.0	.1	14.1	.2	11.8	.5	11.1	7.4
$1.30 and under $1.45	9.8	3.4	9.2	.8	14.5	4.5	10.7	22.5	7.1	26.3
$1.45 and under $1.60	9.5	3.3	9.4	1.8	12.7	6.7	6.7	10.0	5.4	12.6
$1.60 and under $2.00	23.4	19.2	25.0	16.8	22.0	32.4	12.7	22.6	7.7	16.9
$2.00 and under $2.50	22.6	26.3	24.8	27.9	14.9	24.7	15.5	14.6	11.1	15.0
$2.50 or more	22.1	47.3	25.4	52.6	12.3	31.5	6.6	29.5	5.8	21.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Average hourly earnings[1]	$1.99	$2.62	$2.09	$2.73	$1.76	$2.32	$1.47	$2.16	$1.28	$1.97
Average degree of impact	.3		-		.1		2.3		8.0	
Percentage range of impact					.001-.761		.762-5.281		5.282 and over	
Weekly hours of work										
Under 15	3.4	4.3	3.5	4.4	3.4	4.0	5.0	5.8	1.4	2.0
15 and under 35	12.0	15.2	12.2	15.0	13.2	16.1	11.6	14.0	5.0	16.2
35 and including 40	73.5	72.0	74.5	72.4	64.3	70.8	66.9	71.9	87.9	69.6
Over 40 and including 44	5.9	5.3	4.9	5.2	11.9	6.0	9.7	5.0	2.5	5.3
Over 44 and including 48	3.4	2.0	3.3	2.0	4.6	1.8	4.8	2.1	2.2	3.5
Over 48	1.8	1.2	1.7	1.1	2.6	1.2	2.0	1.2	1.0	3.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Average weekly hours	37.4	36.2	37.3	36.1	37.7	36.3	37.2	36.0	39.1	37.5
Aggregate hours (in thousands)	21,469.8	25,066.5	16,771.5	19,428.7	2,866.4	3,418.9	863.6	1,063.8	968.4	1,155.1
Number of employees	573,692	692,726	449,755	538,182	75,964	94,174	23,194	29,562	24,779	30,808
Number of hospitals	1,068		711		113		123		121	

[1] Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 49. Hourly Earnings: Hospitals in Which No Employees Were Paid Less Than $1.30 an Hour in October 1968, by Type of Ownership, United States and Regions

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings, [1] March 1969)

Average hourly earnings [1]	United States				Northeast				South			
	Hospitals—											
	Non-Federal	Nongovernment		State and local government	Non-Federal	Nongovernment		State and local government	Non-Federal	Nongovernment		State and local government
		Total	Private nonprofit			Total	Private nonprofit			Total	Private nonprofit	
Under $1.30	.1	.1	.1	.2	.1	.1	.1	*	.1	.1	.1	.2
Under $1.35	.6	.6	.5	.6	.2	.3	.2	*	1.3	1.1	.9	1.5
Under $1.40	1.1	1.0	.9	1.3	.3	.4	.4	*	2.6	2.2	1.9	3.2
Under $1.45	2.0	1.8	1.8	2.5	.7	1.0	.9	*	5.1	3.7	3.3	7.5
Under $1.50	2.8	2.5	2.5	3.6	.9	1.2	1.2	*	7.5	5.4	5.0	11.0
Under $1.55	4.2	4.0	3.9	4.7	1.6	2.1	2.1	*	10.5	8.3	7.7	14.1
Under $1.60	5.7	5.3	5.2	6.6	2.1	2.8	2.8	.1	14.9	11.4	10.9	20.6
Under $1.65	8.3	8.3	8.3	8.3	4.0	5.2	5.2	.3	20.6	18.0	17.4	24.9
Under $1.70	10.7	10.8	10.7	10.7	5.2	6.9	6.9	.4	25.5	21.8	21.3	31.7
Under $1.75	13.4	13.8	13.7	12.3	7.2	9.3	9.1	1.1	30.3	27.1	26.6	35.5
Under $1.80	16.1	16.9	16.8	14.2	9.6	12.2	12.1	1.8	34.2	31.5	30.8	38.7
Under $1.85	19.3	20.1	20.0	17.3	12.0	15.1	15.0	3.0	39.5	35.6	35.0	46.0
Under $1.90	22.1	23.4	23.3	19.0	14.4	18.0	18.0	3.7	43.4	40.1	39.5	48.8
Under $1.95	25.0	26.6	26.5	21.2	16.9	21.1	21.1	4.7	46.9	43.2	42.7	53.0
Under $2.00	27.8	29.6	29.5	23.5	19.4	23.9	24.0	6.0	49.7	46.1	45.7	55.6
Under $2.10	34.0	36.3	36.1	28.4	24.9	30.1	30.3	9.5	55.9	52.3	51.9	61.8
Under $2.20	39.7	42.1	41.9	33.7	30.1	35.8	35.9	13.4	61.7	58.0	57.7	67.7
Under $2.30	45.2	47.6	47.5	39.4	36.4	41.7	41.9	20.8	65.7	62.2	61.8	71.4
Under $2.40	50.4	52.8	52.5	44.3	42.0	47.4	47.3	26.0	69.3	66.1	65.7	74.6
Under $2.50	54.8	57.0	56.7	49.3	47.0	52.1	51.9	31.9	72.1	69.7	69.3	77.6
Under $2.60	59.0	61.0	60.7	54.2	51.5	56.3	56.0	37.4	75.4	72.5	72.1	80.3
Under $2.70	62.5	64.0	63.8	58.6	55.6	59.7	59.5	43.3	77.9	74.8	74.5	83.0
Under $2.80	65.9	67.0	66.8	63.3	59.9	63.3	63.1	49.7	79.8	76.7	76.5	85.0
Under $2.90	69.0	69.5	69.2	67.7	63.8	66.2	66.0	56.6	81.5	78.4	78.2	86.6
Under $3.00	71.6	71.5	71.3	71.7	67.4	68.9	68.7	63.0	82.8	79.6	79.4	88.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	1,612.1	1,144.7	1,086.9	467.4	589.2	440.5	425.9	148.7	277.4	172.2	166.2	105.2
Number of hospitals	4,470	3,309	2,635	1,161	1,272	1,031	921	241	789	550	417	239
Average hourly earnings [1]	$2.59	$2.57	$2.57	$2.62	$2.71	$2.65	$2.66	$2.86	$2.23	$2.31	$2.31	$2.12

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 49. Hourly Earnings: Hospitals in Which No Employees Were Paid Less Than $1.30 an Hour in October 1968, by Type of Ownership, United States and Regions—Continued

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] March 1969)

Average hourly earnings[1]	North Central				West			
	Hospitals—							
	Non-Federal	Nongovernment		State and local government	Non-Federal	Nongovernment		State and local government
		Total	Private nonprofit			Total	Private nonprofit	
Under $1.30	.2	.1	.1	.4	.1	*	*	.1
Under $1.35	.8	.8	.7	.7	.4	.5	.6	.3
Under $1.40	1.3	1.3	1.2	1.5	.7	.7	.8	.6
Under $1.45	2.4	2.4	2.2	2.4	1.1	1.2	1.4	1.0
Under $1.50	3.2	3.3	3.1	2.9	1.5	1.4	1.7	1.6
Under $1.55	4.7	5.0	4.7	3.9	2.2	2.2	2.6	2.0
Under $1.60	6.2	6.6	6.2	5.3	2.7	3.0	3.5	2.1
Under $1.65	8.9	9.6	9.1	7.3	3.9	4.4	5.1	2.7
Under $1.70	11.7	12.5	12.0	9.9	5.4	6.3	6.7	3.2
Under $1.75	14.8	16.1	15.7	11.5	6.6	7.8	8.0	3.6
Under $1.80	17.9	19.4	18.9	14.1	8.2	9.6	9.7	4.9
Under $1.85	21.3	22.9	22.4	17.3	10.1	12.1	11.8	5.4
Under $1.90	24.5	26.5	26.0	19.5	12.3	14.6	14.0	6.7
Under $1.95	27.9	30.2	29.8	22.0	14.3	17.1	16.1	7.7
Under $2.00	31.4	33.9	33.4	25.3	16.5	19.3	18.0	9.5
Under $2.10	38.5	41.3	40.9	31.3	22.3	25.9	23.8	13.6
Under $2.20	44.7	47.4	47.1	38.0	27.8	31.8	29.3	18.2
Under $2.30	50.3	53.0	52.7	43.5	33.6	37.8	35.2	23.4
Under $2.40	55.1	57.3	57.1	49.5	39.8	44.4	42.1	28.6
Under $2.50	59.1	61.0	60.8	54.4	44.6	49.0	46.7	34.2
Under $2.60	63.2	64.5	64.3	60.0	50.2	54.4	52.4	40.1
Under $2.70	66.2	67.2	67.0	63.9	54.3	58.2	56.3	44.8
Under $2.80	69.2	69.6	69.4	68.3	58.4	61.8	60.2	50.2
Under $2.90	71.7	71.7	71.6	71.7	61.9	64.3	62.8	55.9
Under $3.00	73.7	73.4	73.3	74.4	64.7	66.5	65.2	60.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	492.4	352.9	347.7	139.4	253.2	179.1	147.1	74.1
Number of hospitals	1,319	889	836	430	1,090	839	461	251
Average hourly earnings[1]	$2.53	$2.50	$2.51	$2.58	$2.82	$2.76	$2.79	$2.97

[1] Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 50. Hourly Earnings: Hospitals in Which at Least 1 Employee Was Paid Less Than $1.30 an Hour in October 1968, by Type of Ownership, United States and Regions

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings, [1] March 1969)

Average hourly earnings [1]	United States				Northeast				South			
	Hospitals—											
	Non-Federal	Nongovernment		State and local government	Non-Federal	Nongovernment		State and local government	Non-Federal	Nongovernment		State and local government
		Total	Private nonprofit			Total	Private nonprofit			Total	Private nonprofit	
Under $1.30	1.3	.7	.7	2.4	2.2	2.3	2.6	2.0	1.7	.8	.7	3.3
Under $1.35	12.3	11.3	8.8	14.3	3.2	3.6	4.2	2.0	15.7	14.3	11.0	18.0
Under $1.40	17.5	16.2	13.4	20.0	3.4	3.7	4.3	2.5	22.5	21.5	18.1	24.3
Under $1.45	22.8	21.4	18.2	25.5	8.1	9.3	10.9	5.0	28.6	27.9	24.3	29.8
Under $1.50	26.5	25.1	22.0	29.3	8.9	10.5	12.3	5.0	32.5	32.0	28.6	33.4
Under $1.55	31.4	30.4	27.4	33.5	12.4	14.1	16.6	8.0	37.6	37.8	34.5	37.3
Under $1.60	34.5	33.4	30.4	36.8	15.9	18.9	22.3	8.0	40.6	40.8	37.4	40.3
Under $1.65	38.6	37.2	34.3	41.2	25.7	26.2	30.7	24.6	44.3	44.6	41.2	43.6
Under $1.70	41.7	40.4	37.4	44.3	28.2	29.6	34.7	24.6	47.3	47.6	44.2	46.7
Under $1.75	45.2	44.2	41.4	47.2	32.9	36.1	42.4	24.6	50.3	50.9	47.7	49.2
Under $1.80	48.8	47.7	45.1	50.9	36.8	41.4	48.7	25.1	53.9	54.4	51.2	52.9
Under $1.85	51.3	50.5	48.1	52.9	39.6	45.3	53.3	25.1	56.0	56.8	53.9	54.5
Under $1.90	54.2	53.2	50.7	56.3	41.2	46.9	55.2	26.6	59.3	59.8	56.8	58.5
Under $1.95	56.4	55.6	53.3	58.1	44.3	50.9	59.9	27.1	61.1	61.8	59.0	60.0
Under $2.00	58.5	57.5	55.3	60.6	45.2	52.1	61.3	27.6	63.5	63.6	61.0	63.3
Under $2.10	63.5	62.7	60.7	64.9	48.2	55.2	64.9	30.3	68.1	69.	66.1	67.7
Under $2.20	67.2	66.6	64.9	68.4	51.4	58.3	68.3	33.5	71.8	71.8	69.7	71.8
Under $2.30	70.2	69.5	67.9	71.5	54.3	61.3	70.6	36.5	74.4	74.0	71.9	75.1
Under $2.40	73.0	72.4	70.7	74.4	60.7	68.4	72.1	41.2	77.0	76.4	74.4	77.9
Under $2.50	75.4	74.7	73.1	76.8	63.5	70.6	73.3	45.1	79.0	78.2	76.3	80.4
Under $2.60	77.6	76.7	75.3	79.4	67.4	73.8	76.1	51.0	81.1	80.3	78.7	82.5
Under $2.70	79.3	78.2	76.9	81.5	69.1	75.1	77.3	53.8	82.8	81.8	80.3	84.5
Under $2.80	81.0	79.8	78.6	83.5	77.0	80.9	83.8	67.1	84.2	83.1	81.8	86.1
Under $2.90	83.0	81.7	80.4	85.6	80.7	84.6	87.2	70.4	86.0	85.0	83.6	87.8
Under $3.00	84.4	83.0	81.7	87.3	82.5	85.5	87.9	74.7	87.2	86.0	84.6	89.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	456.5	304.8	260.0	151.7	14.2	10.2	8.6	4.0	262.5	165.8	129.5	96.7
Number of hospitals	3,104	2,099	1,313	1,005	87	76	71	11	1,860	1,301	623	559
Average hourly earnings [1]	$2.07	$2.09	$2.14	$2.03	$2.31	$2.20	$2.08	$2.58	$1.98	$1.99	$2.04	$1.97

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 50. Hourly Earnings: Hospitals in Which at Least 1 Employee Was Paid Less Than $1.30 an Hour in October 1968, by Type of Ownership, United States and Regions—Continued

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] March 1969)

Average hourly earnings[1]	North Central				West			
	Hospitals—							
	Non-Federal	Nongovernment		State and local government	Non-Federal	Nongovernment		State and local government
		Total	Private nonprofit			Total	Private nonprofit	
Under $1.30	.7	.6	.6	1.0	.1	.1	.1	-
Under $1.35	7.8	7.8	5.5	7.7	9.1	8.3	7.9	11.1
Under $1.40	10.8	10.3	8.8	11.9	12.9	10.8	10.1	18.2
Under $1.45	15.4	14.3	12.5	18.3	15.2	12.5	11.3	22.3
Under $1.50	19.3	17.7	15.9	23.5	17.9	15.9	14.9	23.0
Under $1.55	24.5	22.9	21.0	28.9	21.9	20.1	19.4	30.5
Under $1.60	28.0	25.6	23.9	33.8	24.3	22.8	22.0	28.1
Under $1.65	32.2	29.4	27.7	39.3	27.6	25.6	25.6	32.4
Under $1.70	35.6	32.9	31.2	42.4	30.7	28.1	27.0	37.4
Under $1.75	40.0	37.4	35.7	46.5	33.6	31.1	30.5	39.9
Under $1.80	43.7	40.8	39.2	50.7	37.1	34.9	34.5	42.9
Under $1.85	46.3	43.7	42.2	52.9	41.8	39.6	38.8	48.1
Under $1.90	48.5	45.9	44.4	55.1	44.9	42.1	41.9	51.4
Under $1.95	51.1	48.6	47.1	57.3	48.4	45.4	45.2	55.8
Under $2.00	53.0	50.8	49.4	58.5	49.9	47.0	46.8	57.3
Under $2.10	58.2	56.7	55.2	62.6	56.4	53.2	52.7	64.3
Under $2.20	62.0	61.3	60.1	63.7	60.0	57.7	57.3	69.2
Under $2.30	65.4	65.2	64.0	65.9	64.6	61.3	60.9	73.1
Under $2.40	68.3	68.2	67.2	68.6	67.9	64.6	64.3	76.3
Under $2.50	71.0	71.2	70.3	70.7	70.8	67.7	67.3	78.9
Under $2.60	73.3	72.9	72.1	74.1	73.7	70.5	69.9	82.4
Under $2.70	75.1	74.5	73.7	76.5	75.2	72.0	71.8	83.3
Under $2.80	76.6	76.0	75.2	78.3	77.1	73.8	73.6	85.5
Under $2.90	78.6	77.7	76.9	80.9	79.3	75.4	75.4	89.4
Under $3.00	80.6	79.4	78.7	83.5	80.3	76.6	76.6	89.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	141.9	101.5	96.6	40.3	37.9	27.2	25.2	10.7
Number of hospitals	917	547	476	370	240	175	143	65
Average hourly earnings[1]	$2.19	$2.22	$2.25	$2.11	$2.22	$2.29	$2.30	$2.05

[1] Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 51. Hiring Experience of Hospitals in Filling Low-Paying Jobs

(Non-Federal hospitals: Number of hospitals and nonsupervisory employees in these hospitals classified by hiring rate in March 1969 and experience in filling vacancies in low-paying[1] jobs during last half of 1968, metropolitan and nonmetropolitan areas, by type of ownership, United States and regions, March 1969)

Region and area	Hospitals with hiring rate in March 1969 of—							
	$1.50 an hour or less						More than $1.50 an hour	
	Experienced difficulty in filling vacancies in last half of 1968			Experienced no difficulty in filling vacancies in last half of 1968				
	Hospitals	Employees		Hospitals	Employees		Hospitals	Employees
		Total	Paid $1.50 an hour or less		Total	Paid $1.50 an hour or less		
	Non-Federal hospitals							
United States	1,168	324,209	55,776	3,657	640,616	125,756	2,749	1,103,804
Metropolitan areas	554	224,908	28,157	978	336,470	40,291	1,839	918,893
Nonmetropolitan areas	614	99,301	27,619	2,679	304,146	85,465	910	184,911
Northeast	85	26,213	2,676	339	76,997	5,675	935	500,197
Metropolitan areas	65	18,893	1,541	134	45,185	2,649	701	420,444
Nonmetropolitan areas	20	7,320	1,135	205	31,812	3,026	234	79,753
South	671	175,177	42,183	1,733	265,205	75,257	245	99,513
Metropolitan areas	291	115,107	21,490	489	135,990	28,488	205	87,204
Nonmetropolitan areas	380	60,070	20,693	1,244	129,215	46,769	40	12,309
North Central	334	106,528	9,731	1,179	223,007	35,112	723	304,698
Metropolitan areas	155	76,637	4,465	225	100,487	5,504	367	237,164
Nonmetropolitan areas	179	29,891	5,266	954	122,520	29,608	356	67,534
West	78	16,291	1,186	406	75,407	9,712	846	199,396
Metropolitan areas	43	14,271	661	130	54,808	3,650	566	174,081
Nonmetropolitan areas	35	2,020	525	276	20,599	6,062	280	25,315
	Nongovernment hospitals							
United States	835	223,028	37,096	2,537	437,642	81,027	2,036	788,859
Metropolitan areas	468	162,359	21,266	811	261,043	29,801	1,486	677,932
Nonmetropolitan areas	367	60,669	15,830	1,726	176,599	51,226	550	110,927
Northeast	68	19,256	2,356	307	61,368	5,675	732	370,068
Metropolitan areas	53	14,731	1,221	125	37,815	2,649	549	317,270
Nonmetropolitan areas	15	4,525	1,135	182	23,553	3,026	183	52,798
South	493	112,056	28,144	1,152	153,798	43,088	206	72,176
Metropolitan areas	242	77,653	15,639	394	96,353	19,724	183	65,719
Nonmetropolitan areas	251	34,403	12,505	758	57,445	23,364	23	6,457
North Central	223	78,856	5,885	787	167,726	25,964	426	207,890
Metropolitan areas	132	58,235	3,745	176	85,370	4,698	287	175,208
Nonmetropolitan areas	91	20,621	2,140	611	82,356	21,266	139	32,682
West	51	12,860	711	291	54,750	6,300	672	138,725
Metropolitan areas	41	11,740	661	116	41,505	2,730	467	119,735
Nonmetropolitan areas	10	1,120	50	175	13,245	3,570	205	18,990

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 51. Hiring Experience of Hospitals in Filling Low-Paying Jobs—Continued

(Non-Federal hospitals: Number of hospitals and nonsupervisory employees in these hospitals classified by hiring rate in March 1969 and experience in filling vacancies in low-paying[1] jobs during last half of 1968, metropolitan and nonmetropolitan areas, by type of ownership, United States and regions, March 1969)

Region and area	Hospitals with hiring rate in March 1969 of—							
	$1.50 an hour or less						More than $1.50 an hour	
	Experienced difficulty in filling vacancies in last half of 1968			Experienced no difficulty in filling vacancies in last half of 1968				
	Hospitals	Employees		Hospitals	Employees		Hospitals	Employees
		Total	Paid $1.50 an hour or less		Total	Paid $1.50 an hour or less		
	State and local government hospitals							
United States	333	101,181	18,680	1,120	202,974	44,729	713	314,945
Metropolitan areas	86	62,549	6,891	167	75,427	10,490	353	240,961
Nonmetropolitan areas	247	38,632	11,789	953	127,547	34,239	360	73,984
Northeast	17	6,957	320	32	15,629	-	203	130,129
Metropolitan areas	12	4,162	320	9	7,370	-	152	103,174
Nonmetropolitan areas	5	2,795	-	23	8,259	-	51	26,955
South	178	63,121	14,039	581	111,407	32,169	39	27,337
Metropolitan areas	49	37,454	5,851	95	39,637	8,764	22	21,485
Nonmetropolitan areas	129	25,667	8,188	486	71,770	23,405	17	5,852
North Central	111	27,672	3,846	392	55,281	9,148	297	96,808
Metropolitan areas	23	18,402	720	49	15,117	806	80	61,956
Nonmetropolitan areas	88	9,270	3,126	343	40,164	8,342	217	34,852
West	27	3,431	475	115	20,657	3,412	174	60,671
Metropolitan areas	2	2,531	-	14	13,303	920	99	54,346
Nonmetropolitan areas	25	900	475	101	7,354	2,492	75	6,325

[1] Relates to jobs which paid $1.50 an hour or less in March 1969.

NOTE: Because of rounding, sums of individual items may not equal totals.

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